

**PERSON SPECIFICATION – BANK AND DAYS**

Please ensure that you tell us how you meet all points covered within the ‘essential criteria’ and relevant points of the ‘desirable criteria’ within your application form.

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| **ATTRIBUTE** | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** | **ASSESSMENT METHOD** |
| **EXPERIENCE** | * Able to demonstrate the ability to work independently * Full, clean driving licence with access to a vehicle and business insurance | * Experience of working with people within a care setting | Application Form/Interview |
| **PERSONAL ATTRIBUTES** | * Shows an understanding and a belief in Highfields’ Core Principles (see enclosed) * Empathise with the needs and wishes of the Service Users * Demonstrate a mature outlook towards their work and responsibilities * Act as an appropriate role model to the group of Service Users they are supporting |  | Application Form/Interview |
| **WORKING PRACTICES** | * Accommodate the principle of a shift pattern of work resulting from a regular rota * Willing and able to escort Service Users on short holidays away * Undertake all aspects of the job description willingly – including home making duties, participating in relevant home and community activities, be confident in water to support Service Users who may be attending the hydrotherapy pool/swimming pools and assistance with personal care | * Willing and able to cover extra shifts as and when staffing circumstances need | Application Form/Interview |
| **CONTINUOUS PROFESSIONAL DEVELOPMENT** | * Demonstrate a willingness to develop existing skills. Will undertake further mandatory training as and when required and within the allocated time frames * Maintain a rate of 80% attendance (in any one year) at care team meetings * Attend regular supervision sessions and annual appraisals | * Take responsibility for continuous professional development and be keen to develop in specialist areas not mandatory to the role of Care Staff | Application/Form |
| **QUALIFICATIONS** | * Demonstrate evidence of literacy and numeracy skills * If require, to undertake the Care certificate and RQF Level II as a minimum standard | * RQF (NVQ/QCF) Level II in Health and Social Care or equivalent | Application Form/Interview |

**Note:** To be considered for the role you must possess ALL the skills and attributes noted in the **‘Essential Criteria’** column as a minimum. Any skills or attributes noted in the **‘Desirable Criteria’** you have would be beneficial to the post, and in turn, your application.