

CAMBRIDGESHIRE COUNTY COUNCIL

PERSON SPECIFICATION

Job Title: Community Support Worker

Directorate: Children and Young Peoples Service

Service: Community Support Service

Reports to: Community Support Co-ordinator

Grade: Scale 3/ 4

Location: Countywide (East Cambs & Fenland, Cambridge City & South and Huntingdonshire)

Hours: Variable

The following criteria are appropriate for this post. You must meet the essential criteria in order to be shortlisted for the post and it would be advantageous if you meet the desirable criteria.

Education, Qualifications & Training

Essential:

- 5 GCSE's at Grade C or above
- NVQ 2 or equivalent in childcare related subject.

Desirable:

- NVQ 3 Health and Social Care Children & Young People or equivalent.

Knowledge & Experience

Essential:

- Demonstrate experience of working with children and young people or with adults with a disability and their families.
- Proven understanding of the principles and limits of confidentiality.
- Give evidence of awareness of the impact of oppression and discrimination.
- Demonstrate working knowledge of theory and good practice in recording and reporting.
- Demonstrate understanding of the significance of safeguarding children, young people and vulnerable adults and be able to interpret this for all individuals whatever their life circumstances.

Desirable:

- Experience of working with children with wide a range of complex needs and understanding of the impact of disability on child development
- Show confident understanding and knowledge of the importance of adherence to service principles, policies and procedures.
- Prove awareness of the impact of disabling barriers for the child and the family in relation to their social, physical and emotional well-being .
- Experience in supporting families to make positive choices
- Experience of supporting parents in managing children's challenging behaviour
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Skills & Attributes

Essential:

- Experience of setting appropriate professional boundaries with families and ability to work effectively with other professionals.
- Proven ability to seek and use professional support appropriately.
- Demonstrate ability to show respect for other's feelings, views and circumstances.
- Examples of excellent listening and communication skills (verbal and written)
- Show ability to communicate and build rapport with both children and young people with varying needs, and their families.
- Experience of ability to share information appropriately with other professionals to improve outcomes.
- Able to work flexibly to meet demands of the service including evening and weekend working. To work flexibly in responding to the needs of families as they emerge.

Desirable:

- Ability to show a realistic appreciation of the challenges of working with disabled children and young people and their families.
- Ability to act as a mentor for families to pass on skills, experience and knowledge.
- Commitment to personal development. Regular attendance of supervision and training courses to ensure current and relevant knowledge.
- Able to use own initiative whilst working within the limits of the role.
- Confidence and ability to work alone and prepared to work with families in their own homes

*** Please note that for linked grades, appointment or progression to Scale 4 is dependent upon NVQ Level 3 Health & Social Care; Children & Young People or equivalent to allow progression and/or extensive and in depth experience of working with children with wide a range of complex needs and their families.**

Cambridgeshire Behaviours (Scale 3)

Essential:

Working together

- I liaise with colleagues and customers
- I carry out my work to standards agreed with my line manager and outlined in my job description

Integrity

- I set out clear expectations to others about what I can deliver
- I communicate outcomes effectively

Respect for others and public resources

- I act in a considerate way towards colleagues, customers
- I act and respond sensitively when using and working with our resources

Excellence

- I consistently meet my objectives
- I can identify and deliver excellent practice in my work

Cambridgeshire Behaviours (Scale 4)

ESSENTIAL:

Working together

- I establish credibility and work co-operatively with colleagues and customers
- I maintain good practice as well as making future improvements

Integrity

- I make decisions without bias

Respect for others and public resources

- I am aware of the positive and negative impact I can and could make on colleagues and customers
- I am considerate when using and working with our resources, and take responsibility for managing them

Excellence

- I logically identify the best approach in continuing to meet my objectives and deliver excellent outcomes

DESIRABLE:

Integrity

- I explain clearly to colleagues and customers how these decisions will impact on service delivery

Excellence

- I plan and anticipate changes in working practice