



PERSON SPECIFICATION – SENIOR DAY OPPORTUNITIES / INSTRUCTOR WORKER

Essential Criteria:

1. Able to demonstrate teaching skills to people with autism, learning disabilities, severe learning disabilities, mental health issues and behaviours that challenge.
2. Able to teach 1:1 or work with a small group of up to eight individuals.
3. Sound understanding of your subject matter, and able to demonstrate that you keep up to date i.e. continuous professional development (CPD) or professional membership.
4. Able to update risk assessments, lesson plans, schemes of work, one page profiles in line with industries National Skills Alliance, Social Care Commitment and Continuing Professional Development (CPD).
5. You must be punctual, reliable and able to carry out teaching tasks to a high level of professionalism.
6. Able to complete lesson plans with aims and clear outcome objectives.
7. Able to complete weekly, six monthly and annual review reports using a person centred approach which will go to outside agencies.
8. Support Solutions Social Care regarding implementing person centred practices, one page profiles of staff and the people we support. Also be on hand for home visits and showing new perspective new clients and professionals around the day service.
9. Able to complete regular reviews, annual reports as part of individual clients progress
10. You will ensure that people with physical and learning disabilities are respected and talked to in a professional and respectful way.
11. You will ensure that you wear your high visibility vest and your Solutions Social Care lanyard identification card is visible at all times when working.

12. A commitment to undertake training during inset days and demonstration sessions as Solutions see fit.
13. A willingness to work across four different services (Northolt, Acton, Hammersmith and Islington) that Solutions may request teaching experience
14. Able to demonstrate excellent organisational skills and ensure that resources are stored safely are clean and in good working order
15. A recognition of the rights and responsibilities of people with various disabilities and a commitment to the SSC's Equal Opportunities Policy & Social Care Commitment.
16. A recognition of the importance of good health and safety practices and an ability to develop standards and supervise others in this area.
17. The ability to communicate effectively (both verbally and written form) with a wide range of professionals, people needing support and family members in a professional manner
18. An understanding of the importance and an ability to carry out relevant administration tasks e.g. daily logs, incident forms, activity check lists to be given to Solutions Head office on request.
19. An ability to work as part of a team, but also able to lead individual day centre worker / instructor, and bring to the attention of Solutions Social Care skills emerging, achievements and any other concerns.
20. A commitment to person centered planning and an ability to work with people needing support, catering to their individual needs.
21. A willingness to develop own skills and knowledge through further developmental training, completion of NVQ award, if applicable, and training within the service that are deemed necessary.
22. A willingness to attend supervision and staff meetings as and when requested.

DESIRABLE

1. A relevant teaching qualification e.g. City & Guilds 7307, Post – Compulsory Teaching Certificate (PCET) post 16, Certificate of Education (Cert Ed) Degree in Education, teaching qualification in special needs or autism. If none of the above then two years previous experience in the area that they are teaching and relevant degree e.g. psychology, social work, social science, sports science, music, art and physiotherapy.

PERSON SPECIFICATION – SENIOR DAY CENTRE WORKER / INSTRUCTOR

Essential	Desirable
Experience of teaching adults /children with autism, complex behaviour, behaviours that challenge, learning disabilities and severe	At least 2 years' experience, able to demonstrate examples at registration meeting stage.

learning disabilities	
A commitment to ensure continuous development of the service in line with the National Minimum Care Standards, CQC, Skills for Care Social Commitment, DoH Valuing People and other relevant legislation.	Demonstrated at registration meeting
A recognition of the rights and responsibilities of people with learning disabilities and a commitment to the SSC's Equal Opportunities Policy and Statement of values. Able to supervise and manage a small cluster of support staff, responsibility for timetable	To have looked at Solutions Temporary Worker Handbook. To also read Skills for Care Social Care Commitment.
Understanding of Solutions pledge to Social Care Commitment.	To have looked at Solutions Temporary Worker Handbook.
A recognition of the importance of good health and safety practices, and an ability to develop standards and supervise others in this area.	
The ability to communicate effectively (both verbally and written form) with a wide range of significant others in a friendly and professional manner	Previous experience, references
An understanding of the importance and an ability to carry out relevant administration tasks	IT literate in the use of word applications
An ability to work as part of a team, flexible approach, some weekend day opportunities, including one Saturday in five shifts.	Previous experience
A commitment to person centered planning and an ability to support service users with their individual needs, support plans.	
A willingness to develop own skills and knowledge through further training, completion of CPD training within the service. Also take a role in induction training of new cohorts.	Excellent attitude towards personal development.