

## **PERSON SPECIFICATION – BEHAVIOUR SUPPORT WORKER (BSW) - COMMUNITY, OUTREACH & LEISURE**

### **Essential Criteria:**

1. At least one years' experience of working with people with autism, complex and challenging behaviour and learning disabilities in a variety of settings.
2. At least one years' previous teaching / instructor experience working with adults with learning disabilities, autism, dual diagnosis or special needs.
3. Experience of working with clients that present behaviours that challenge that include but not exclusive to self- injurious behaviour, biting, scratching, attacking and absconding.
4. Experience of implementing effective strategies to prevent escalation of behaviours that challenge.
5. Experience of working 1:1 and using initiative and problem solving when faced with challenges.
6. To have a calm and unflappable approach when dealing with challenging behaviour.
7. A commitment to ensure continuous development of the service in line with CQC registration, Skills for Care and Continuing Professional Development (CPD) accreditation along with the core values and vision of Solutions Social Care (SSC).
8. A commitment to undertake training during inset days and demonstration sessions as Solutions see fit.
9. A commitment to undertaking Restrictive Intervention training and other in house training on request.
10. A commitment to implementing guidelines in relation to Positive Behaviour Support (PBS).
11. Able to complete daily records, incident forms, observation forms, incidental learning forms and goals outcomes as well as Antecedent Behaviour Consequences and tally charts.
12. Able to follow clear instructions and keep records that may be used for inspection purposes.
13. Able to support Senior Day Opportunities with tasks and deputise when needed.
14. Have an excellent attitude towards learning and put the needs of the people you support before your own.
15. Update lesson plans, support plans, 6 weekly and annual review plans in line with industries National Skills Alliance

16. Able to complete daily records, regular reviews and annual reports as part of individual client's progress.
17. Must have experience of taking part in personal care tasks e.g. changing someone, changing a pad, showering someone, shaving someone or assisting someone to help themselves.
18. A willingness to attend annual reviews if needed at the discretion of Solutions Social Care.
19. A willingness to work across four different services (Northolt, Acton, Hammersmith and Islington) that Solutions may request.
20. Able to demonstrate excellent organizational skills and ensure that resources are stored appropriately are clean and in good working order
21. Able to bring things to the attention of the Senior Day Opportunities Worker or Acting Co - ordinator any concerns
22. Sound understanding of working with people with behaviours that challenge.
23. Able to teach 1:1 or work with a small group of up to eight individuals.
24. To ensure that you have read support plans and risk assessment and suggestions before undertaking any assignment.
25. An understanding and acceptance that you may work with individuals that are prone to display behaviours that challenge and this may result in being hit, spat at or working with people that can lash out without no visible warning. Any assault or injury sustained Solutions will not be held accountable for.
26. 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.
27. A commitment
28. A recognition of the importance of good health and safety practices and an ability to develop standards and supervise others in this area.
29. To ensure that you are up to date with all of your vaccines and that you are inoculated.
30. 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
31. 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.
32. An ability to work as part of a team, but also as an individual Behaviour Support Worker, and bring to the attention of Solutions Social Care skills emerging, achievements or any other concerns.
33. A commitment to person centered planning and an ability to work with people needing support, catering to their individual needs.

34. 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. For example, Positive Behaviour Support training, Social Stories training or other inhouse or external training.

### **DESIRABLE**

1. Accredited training on Positive Behaviour Support or Restrictive Intervention. A relevant qualification e.g. Psychology, Health & Social Care Applied Behaviour Analysis (ABA) a teaching qualification or Skills for Care or City & Guilds accredited training. Should the person not have a relevant qualification then 2 years' experience of working with people with behaviour that challenge or complex needs.

#### **PERSON SPECIFICATION – BEHAVIOUR SUPPORT WORKER**

Essential	Desirable
Experience of supporting / teaching adults / children with autism, behaviours that challenge, complex behaviour and learning disabilities	At least 2 years' experience, able to demonstrate examples at registration meeting stage.
A commitment to ensure continuous development of the service in line with the National Minimum Care Standards and other relevant legislation.	Demonstrated at registration meeting
A recognition of the rights and responsibilities of people with autism, learning disabilities and behaviours that challenge. A commitment to the SSC's Equal Opportunities Policy and Statement of values.	To have looked at Solutions Temporary Worker Handbook. To also read Skills for Care Social Care Commitment information.
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 of carrying out relevant administration tasks	IT literate in the use of word applications – Powerpoint, excel
An ability to work as part of a team, participating fully in a rota system, including flexibility as and when needed including day, evenings, weekend and Bank Holidays.	Previous experience
A commitment to person centered planning and an ability to support service users with their individual needs. The BSW must ensure that	Demonstrable knowledge of PBS Demonstrable knowledge of one page profiles

they read and adhere to support plans, PBS strategies	
A willingness to develop own skills and knowledge through further training, completion of CPD training within the service and external training at the discretion of Solutions Social Care.	Excellent attitude towards personal development.