

Sir Charles Parsons School

Person Specification – Health Care Support Worker (N6)

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Level 2 basic Skills (Literacy and Numeracy) or equivalent competency
2	NVQ Level3 or equivalent qualification or experience in relevant discipline
3	Experience of working collaboratively within multi-agency teams, for example, with nursing, dieticians, physiotherapy and speech and language therapy colleagues
4	Experience of establishing and maintaining effective relationships with parents, carers and professionals from other agencies
5	A basic level of ICT skills e.g. ability to use Microsoft Office
6	Qualified First Aider willing to undertake additional advanced training

DESIRABLE

7	Experience of working in a school or health care setting
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Part B: Assessment Stage

Items 1 - 4 of the application stage criteria and the criteria below will be further explored at the assessment stage:

1	Able to undertake observations and assessments of a designated student's health and welfare needs
2	Able to follow identified healthcare and clinical procedures to ensure that a designated student's health and welfare needs are met
3	Able to Administer gastro feeds to those pupils who require them (supported by Sir Charles Parsons staff). Liaise with feeding clinic professionals and parents to ensure type/amount etc remain appropriate and feeding plan current
4	Able to contribute effectively to the individual health plans
5	Able to work calmly and methodically following set procedures, to address an individual student's health or welfare need

6	Able to Liaise with paramedics/CCNT/Paediatricians/parents, during or following a health-related incident in school Following a health-related incident, liaise with CCNT/Paediatricians/parents, and share with school staff to ensure they are aware of any follow up advice
7	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> ▪ motivation to work with children and young people ▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people ▪ emotional resilience in working with challenging behaviours ▪ attitude to use of authority and maintaining discipline.
8	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	NO	Structured discussion with pupils	Yes
ICT activity	Yes	Structured discussion with staff	Yes

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)