

Person Specification

Post: **Learning Disabilities Peer Support Worker**

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<p>A basic level of literacy which will be supported in the workplace.</p> <p>Good level of secondary education.</p> <p>Willingness to work toward attainment of Level 3 or equivalent in relevant subject.</p>	Evidence of working in a voluntary role.	<ul style="list-style-type: none"> • Application Form • Certificate(s) • Interview
Experience	<p>Own personal relevant lived experience of learning disability services.</p> <p>Own personal experience of accessing community Learning Disability health services.</p> <p>Willing to positively share your own life experiences, personal experience of learning disability with service users and carers.</p> <p>Personal lived experience of navigating health services and understanding of managing own health needs.</p> <p>Experience of actively supporting individuals to identify and work towards achieving personal goals in a related social care or health setting (paid or unpaid).</p> <p>Ability to motivate and model to others to meet their health and wellbeing needs.</p>		<ul style="list-style-type: none"> • Application Form • Interview

Knowledge	Able to demonstrate understanding of Peer Support		<ul style="list-style-type: none"> • Application Form • Interview
Skills and Abilities	<p>Ability to demonstrate knowledge of personal recovery.</p> <p>Evidence of good interpersonal skills and an ability to form peer relationships with service users and carers.</p> <p>Effective listening skills.</p> <p>Ability to demonstrate empathy, compassion and patience.</p> <p>Ability to communicate on all levels and to a broad scope of individuals, both internally and externally to the Trust.</p> <p>Ability to appreciate / understand other people's worlds and have an understanding of diversity issues.</p> <p>Demonstrate a commitment to respecting and displaying the Trust Values at all times.</p>	<p>Basic levels of written literacy and numeracy.</p> <p>Basic IT skills.</p>	<ul style="list-style-type: none"> • Application Form • Interview
Work Related Circumstances	<ul style="list-style-type: none"> • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure. 		<ul style="list-style-type: none"> • Application Form • Interview

Drawn up by:

Date: October 2019