

**CHADSGROVE EDUCATIONAL TRUST SPECIALIST COLLEGE**

**PERSON SPECIFICATION – PERSONAL CARE ASSISTANT (PCA1)**

| <b>Specification</b>        | <b>Essential</b>  | <b>Desirable</b>  |
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| <b>Qualifications</b>       | Good standard of literacy and numeracy as identified through either GCSE or equivalent qualifications, demonstrated through current practice or application/interview   | <ul style="list-style-type: none"><li>- First Aid Certificate</li></ul>   |
| <b>Experience</b>           |   | <ul style="list-style-type: none"><li>- Working with children and/or young people in an education, social or care setting</li><li>- Working with individuals of different abilities within educational establishments</li></ul> |
| <b>Skills and Abilities</b> | <p>To be able to:</p> <ul style="list-style-type: none"><li>- work effectively in a team</li><li>- positively interact with people</li><li>- actively engage in all activities with young adults</li><li>- identify and evaluate the needs of young adults and communicate these to other staff effectively</li><li>- support students with their personal care and during lunchtime activities</li><li>- follow therapy plans to support student needs</li><li>- communicate effectively, verbally and in writing</li><li>- follow instructions</li><li>- work with good attention to detail</li></ul> | <ul style="list-style-type: none"><li>- Experience in meeting students' personal care needs</li><li>- Experience of interacting with students who have communication needs</li><li>- use ICT effectively</li></ul>              |
| <b>Personal Qualities</b>   | <p>Commitment to equal opportunities and safeguarding the welfare of children, young adults and adults in the College</p> <p>Positive attitude to security and safety</p> <p>Effective and sensitive communication skills across a range of audiences</p> <p>Patience and flexibility</p> <p>Team player</p> <p>Commitment to developing the College's ethos</p>  | <ul style="list-style-type: none"><li>- Ability to self-manage</li><li>- Creativity</li><li>- A specific skill base that can be effectively utilised within the College</li></ul>   |

Chadsgrove Educational Trust is committed to safeguarding and promoting the welfare of children and young adults and expects all staff to share this commitment.