



PERSONAL CARE ASSISTANT (PCA) GRADE 1

Specification	Essential	Desirable
Qualifications	Good standard of literacy and numeracy demonstrated through qualifications, experience or assessment. Willingness to undertake all mandatory training relevant to the role. Commitment to completing training in safeguarding, moving and handling, personal care, first aid and medication administration.	GCSE English and Mathematics (Grade C/4 or above) or equivalent. Relevant LSA, Teaching Assistant or Care qualification (e.g. NVQ, CACHE, NCFE, BTEC). First Aid qualification.
Experience	Experience of working with children, young people or adults in an education, social care, healthcare or community setting would be advantageous.	Experience of supporting individuals with additional needs. Experience of working within a specialist college or SEND environment. Experience supporting students with personal care. Experience of supporting students with communication difficulties or using alternative communication methods.
Skills and Abilities	- Ability to communicate and work effectively as part of a multidisciplinary team. - Ability to build positive, respectful and supportive relationships with young adults. - Ability to support students with personal care whilst maintaining dignity, privacy and respect. - Ability to follow educational, behaviour, therapy, risk management and healthcare plans. - Ability to support students in developing independence, communication and life skills. - Understanding of the importance of safeguarding, confidentiality and professional boundaries.	

Personal Qualities	- Commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults. - Commitment to equality, diversity and inclusion. - Patient, calm and flexible approach. - Positive attitude and willingness to learn. - Reliable with good attendance and punctuality. - Ability to maintain professional standards and confidentiality. - Commitment to continuous professional development. - Sense of humour and ability to build positive relationships with students and colleagues. - Commitment to the College's ethos and values. - Willingness to support personal care and health needs in accordance with student healthcare plans and College procedures.	- Creativity and enthusiasm in supporting learning activities.

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

Successful applicants will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check, together with satisfactory references, verification of qualifications, confirmation of identity and right to work in the UK and any other pre-employment checks required in accordance with statutory guidance and the College's Safer Recruitment procedures.

As part of our recruitment process and in line with Keeping Children Safe in Education (KCSIE), online searches may be undertaken for shortlisted candidates as part of our due diligence checks to help identify any incidents or issues that may be explored at interview. Candidates will be provided with the opportunity to discuss any matters arising from these checks.

References will normally be requested prior to interview. Candidates are therefore encouraged to notify their referees that they may be contacted should they be shortlisted.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore, applicants are required to disclose all cautions and convictions that are not protected under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended).

The College is committed to equality of opportunity and welcomes applications from all suitably qualified candidates. Selection will be based on merit, skills, qualifications and experience.