



## PERSON SPECIFICATION

### POST: Support Worker

#### PRINCES PARK GARDEN CENTRE (ABILITY COOPERATIVE LTD)

The person specification is an important part of the recruitment process. Your covering letter should reflect the below criteria accurately as it will form the basis of short listing, interviewing and appointing the successful applicant.

Applicants should be able to demonstrate how they meet these requirements.

#### SKILLS/KNOWLEDGE/ EXPERIENCE

	<b>Essential Criteria</b>	<b>How measured</b>
1.	To be able to satisfy an Enhanced Disclosure Barring Service (DBS) certificate.	<b>Successful Applicant only</b>
2.	Participate in the assessment of persons supported needs, contributing to the implementation of individual learning plans.	Application and Interview
3.	Ability to communicate clearly to persons supported.	Application and Interview
4.	Ability to work as team member with the day to day running of the garden centre, including forward planning, and monitoring.	Application and Interview
5.	Demonstrate a willingness and enthusiasm to develop and be actively involved in the growth of the service.	Application and Interview
6.	Ability to use own initiative.	Application and Interview
7.	Ability to accurately record information, in written form, electronically and numerically.	Application and Interview
8.	Ability to provide excellent customer service to visitors to the garden centre.	Application and Interview

9.	Ability to communicate effectively with parents, carers, agencies, and others.	Application and Interview
10.	Must be able to represent The Ability Cooperative Ltd in a positive, constructive and professional manner.	Application and Interview
11.	Must be able to comply with Health and Safety Regulations, policies, and procedures and further company documentation.	Application and Interview
12.	Commitment to work in a way which always has the highest regard for the individual	Application and Interview

	<b>Desirable Criteria</b>	<b>How measured</b>
1.	To have a good knowledge/certification in Safeguarding and first aid, although training will be provided.	
2.	To possess a current, clean driving licence.	
3.	Experience of working with adults who have a learning disability	
4.	Experience of working with/in/for the community.	
5.	A basic knowledge and interest in horticulture and the environment.	

Person Specification written by:	Leigh Matts, Operational Manager.
Date:	20 <sup>th</sup> March 2026