

MINIMUM REQUIREMENTS

To **Get In** to a role that suits you and **Get On** to your career pathway in the Health and Social Care sector there are a few minimum expectations that you need to be aware of and meet. As you apply for jobs/apprenticeships, get accepted and then go through the first few weeks in your new role you will need to be aware of: Disclosure and Barring Checks (DBS), Core Skills and the Care Certificate, for instance.

DBS

You will be required to undergo a Disclosure and Barring Check (DBS). This is to prevent unsuitable people from working with vulnerable groups, including children. An employer may request a DBS check (also referred to as a disclosure check) as part of their recruitment process. These checks are processed by the Disclosure and Barring Service (DBS).

They are responsible for carrying out criminal record checks that result in DBS certificates being issued to an individual. Employers can then ask to see this certificate to ensure that they are recruiting suitable people into their organisation. The type of work you are doing, or will be doing, will determine the level of check that you need. You can find out more about the DBS check process in this [guide](#).

Core skills

Everyone working in care needs English, number, digital and employability skills including teamwork and problem-solving skills. Core skills enable workers to:

- provide high quality care and support
- complete social care qualifications including the Care Certificate
- meet regulatory requirements and standards

English skills include the ability to write, read, speak, listen and respond.

Number skills include the ability to understand and use numbers.

Digital skills include the ability to find and manage digital information, share personal data digitally, use digital technology and make use of e-learning.

Employability skills include the ability to work in a team, problem solve, work responsibly, plan your own learning and development, and manage your own health and wellbeing.

Care Certificate

Once you have started your first job in care you will need to take the Care Certificate in order to progress in your career, your employer will help you do this. The Care Certificate is an agreed set of standards that sets out the knowledge, skills and behaviours expected of job roles in the health and social care sectors. These should be covered if you are 'new to care' and should form part of a robust induction programme. It's made up of 15 minimum standards that give you a good introduction to your role and help you start to plan your career path. The standards are:

1. Understand your role
2. Your personal development
3. Duty of care
4. Equality and diversity
5. Work in a person-centred way
6. Communication
7. Privacy and dignity
8. Fluids and nutrition
9. Awareness of mental health, dementia and learning disabilities
10. 1Safeguarding adults
11. Safeguarding children
12. Basic life support
13. Health and safety
14. Handling information
15. Infection prevention and control