

**ALDERWASLEY HALL SCHOOL**

**PERSON SPECIFICATION**

**JOB TITLE: Residential Support Worker (RSW)**

<b>CATEGORY</b>	<b>ESSENTIAL CRITERIA</b>	<b>DESIRABLE CRITERIA</b>	<b>MEASURED BY</b>
<u>Qualifications</u>	Willingness to undertake accredited courses and mandatory within the time set Right to work in UK	N.N.E.B. N.V.Q. level 3 in Care or Children & Young People or equivalent Youth Leader Certificate Social Worker Diploma	- Application Form - Certification - Interview
<u>Knowledge</u>	How to care for others Knowledge of the role and an understanding of its rewards and challenges	Basic Care Practices Children's Act C.O.S.H.H and Health & Safety Every Child Matters National Care Standards Challenging Behaviour Learning Disabilities	-Application Form - Interview - References
<u>Skills</u>	Good Literacy and Report writing skills Demonstrate Numerical skills Good verbal and listening skills Ability to work as a team member Able to use own initiative Able to work under guidance of a team / shift leader Able to work in challenging circumstances	Knowledge of augmentative communication and alternative communication tools Interest/Involvement in Sports and Recreational Activities, Art & Craft Or Music Organising activities for children	- Application Form - Interview - References - In house testing / work sample tasks
<u>Experience</u>		Voluntary work in Care Sector Working with Children and Young People/ adults Working in a Residential School or similar setting Previous experience of learning disabilities and / or challenging behaviour Previous personal care experience	- Application Form - Interview - References
<u>Personal Qualities</u>	Ability to work unsocial hours Tolerance and patience Flexible approach to work tasks Willingness to participate in training Resilient and able to work with challenging behaviours Smart appearance A natural respect of the individuality and dignity of those in our care An ability to engage with and enthuse children Able to travel to work locations which may be remote Show commitment to equality of opportunity at all times and have due respect for the diverse make up of colleagues and those in our care.		- Application Form - Interview - References