

**RESIDENTIAL SUPPORT WORKER – ARAN HALL SCHOOL  
PERSON SPECIFICATION**

| <b>CATEGORY</b>                               | <b>ESSENTIAL CRITERIA</b>  | <b>DESIRABLE CRITERIA</b>   | <b>HOW THIS WILL BE MEASURED</b>  |
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| <b><i>Experience &amp; Qualifications</i></b> | <ul style="list-style-type: none"> <li>Level 3 Diploma in Health &amp; Social Care (Children &amp; Young People)/NVQ III in caring for children and young people or the ability to achieve it within 2 years of taking up post</li> <li>Experience of working with people</li> </ul>   | <ul style="list-style-type: none"> <li>Experience of working in residential care/education</li> <li>Experience of working with children and young people with learning disabilities</li> <li>Experience of team work</li> </ul> | <ul style="list-style-type: none"> <li>Application form, references, certification</li> </ul> |
| <b><i>Knowledge</i></b>                       | <ul style="list-style-type: none"> <li>Some knowledge of child abuse and child protection procedures</li> <li>Understanding of issues facing young people with learning disabilities</li> </ul>  | <ul style="list-style-type: none"> <li>Understanding of confidentiality and privacy</li> <li>Knowledge and understanding of Care Standards requirements</li> <li>Understanding of equal opportunities policy</li> </ul>         | <ul style="list-style-type: none"> <li>Interview and references</li> </ul>                    |
| <b><i>Abilities &amp; Skills</i></b>          | <ul style="list-style-type: none"> <li>Ability to work effectively under pressure</li> <li>Able to communicate effectively with young people and families and relevant professionals</li> <li>Ability to observe and record young person's behaviour</li> <li>Ability to work independently, use own initiative, self motivated</li> <li>To be fit and able to undertake all physical aspects of the role (e.g. playing sports and taking part in physical interventions)</li> </ul> | <ul style="list-style-type: none"> <li>Ability to work shifts (including evenings, weekends, nights and public holidays)</li> </ul>   | <ul style="list-style-type: none"> <li>Interview and references</li> </ul>                    |

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| <b><i>Personal Qualities</i></b> | <ul style="list-style-type: none"><li>• Commitment to the wellbeing of young persons</li><li>• Commitment to continuous professional development</li><li>• Ability to achieve enhanced DBS check (Disclosure &amp; Barring Service)</li><li>• Show commitment and energy</li><li>• Positive and proactive approach to training and supervision</li><li>• Flexible, approachable and responsive to change</li></ul> | <ul style="list-style-type: none"><li>• Sense of humour</li></ul> | <ul style="list-style-type: none"><li>• Application form, interview and references</li></ul> |
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