

**IGHT 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>
<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, Interview , 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. taking part in physical interventions)</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to work shifts (including evenings, weekends and public holidays)</li> </ul>	<ul style="list-style-type: none"> <li>• Interview and references</li> </ul>
<b><i>Personal Qualities</i></b>	<ul style="list-style-type: none"> <li>• Commitment to the well being of young persons</li> <li>• Commitment to continuous</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>

	professional development		
	<ul style="list-style-type: none"><li>• Ability to achieve enhanced DBS check (Disclosure &amp; Barring Service)</li><li>• Shows commitment and energy</li><li>• Positive and proactive approach to training and supervision</li><li>• Flexible, approachable and responsive to change</li></ul>		