

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

CATEGORY	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	HOW THIS WILL BE MEASURED
<i>Experience & Qualifications</i>	<ul style="list-style-type: none"> Level 3 Diploma in Health & Social Care (Children & Young People)/NVQ III in caring for children and young people or the ability to achieve the qualification within 15 months of being signed up to the learning programme Experience of working with people 	<ul style="list-style-type: none"> Experience of working in residential care/education Experience of working with children and young people with learning disabilities Experience of team work 	<ul style="list-style-type: none"> Application form, references, certification
<i>Knowledge</i>	<ul style="list-style-type: none"> Some knowledge of child abuse and child protection procedures Understanding of issues facing young people with learning disabilities 	<ul style="list-style-type: none"> Understanding of confidentiality and privacy Knowledge and understanding of Care Standards requirements Understanding of equal opportunities policy 	<ul style="list-style-type: none"> Interview and references
<i>Abilities & Skills</i>	<ul style="list-style-type: none"> Ability to work effectively under pressure Able to communicate effectively with young people and families and relevant professionals Ability to observe and record young person's behaviour Ability to work independently, use own initiative, self motivated To be fit and able to undertake all physical aspects of 	<ul style="list-style-type: none"> Ability to work shifts (including evenings, weekends, nights and public holidays) 	<ul style="list-style-type: none"> Interview and references

	<p>the role (e.g. playing sports and taking part in physical interventions)</p> <ul style="list-style-type: none"> • A commitment to protecting those in our care and keeping yourself and colleagues safe, therefore willing to wear PPE and take part in regular Coronavirus testing as instructed • Willing to care for or support those who may have an illness, infection or virus such as Coronavirus and therefore had or willing to have the Covid-19 vaccine (and any required booster jabs) where there is no medical or religious reasons not to do so 		
<p><i>Personal Qualities</i></p>	<ul style="list-style-type: none"> • Commitment to the wellbeing of young persons • Commitment to continuous professional development • Ability to achieve enhanced DBS check (Disclosure & Barring Service) • Show commitment and energy • Positive and proactive approach to training and supervision • Flexible, approachable and responsive to change 	<ul style="list-style-type: none"> • Sense of humour 	<ul style="list-style-type: none"> • Application form, interview and references