

Person Specification - Residential Support Worker

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 • A requirement to complete the All Wales Induction Framework and register with Social Care Wales within 6 months of start date • Experience of working with young 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 • Complete workbooks for the All Wales Induction Framework
<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 • To undertake any training necessary to develop within the role 	<ul style="list-style-type: none"> • Understanding of confidentiality and privacy • Knowledge and understanding of Care Standards requirements • Understanding of equal opportunities policy • Have basic IT skills 	<ul style="list-style-type: none"> • Interview and references

<p>Abilities & Skills</p>	<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 the role (e.g. playing sports and taking part in physical interventions) • 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 	<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
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	<p>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>		
<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