

**Person Specification
Team Leader**

| <u>Category</u> | <u>Essential Criteria</u> | <u>Desirable Criteria</u> | <u>Measured By</u> |
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| <u>Qualifications</u> | <ul style="list-style-type: none"> • English and Maths BTEC Level 2/GCSE/equivalent • Willingness to undertake accredited courses and mandatory training within the time set • Right to work in UK • Level 3 Qualification in Care or Children & Young People or equivalent, or working towards it | <ul style="list-style-type: none"> • N.N.E.B. • Youth Leader Certificate • Social Work Diploma • First Aid Certificate • Driving licence | <ul style="list-style-type: none"> • Application Form • Certificates • Interview |
| <u>Knowledge</u> | <ul style="list-style-type: none"> • How to care for and support others • Knowledge of the role and an understanding of its rewards and challenges • Knowledge of Safeguarding procedures. • Knowledge of the regulations for Children’s Home and Quality Standards. • Basic Care Practices • Children’s Act • C.O.S.H.H and Health & Safety • Challenging Behaviour • Learning Disabilities | <ul style="list-style-type: none"> • ASD, PWS | <ul style="list-style-type: none"> • Application Form • Interview • References |
| <u>Skills</u> | <ul style="list-style-type: none"> • Good Literacy and Report writing skills • Basic 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 House Manager • Able to work in challenging circumstances • Ability for challenge practise • Ability to lead a shift. • Supervision & performance management. • Organising activities for children or young adults. • 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 reason not to do so. | <ul style="list-style-type: none"> • Knowledge of augmentative communication and alternative communication tools | <ul style="list-style-type: none"> • Application Form • Interview • References • In house testing / work sample tasks |

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| <p><u>Experience</u></p> | <ul style="list-style-type: none"> • No history of misconduct associated with working with children, young adults or other vulnerable groups • Shift leading • Working with children and young people/ adults • Working in a residential school, care home or similar setting • Previous experience of learning disabilities and / or challenging behaviour • Previous personal care experience | <ul style="list-style-type: none"> • Shift leading & Team management. | <ul style="list-style-type: none"> • Application Form • Interview • References |
| <p><u>Personal Qualities</u></p> | <ul style="list-style-type: none"> • Ability to work unsocial hours • Tolerance and patience • Excellent value base • Flexible approach to work tasks • 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 and young adults • 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. • Ability to liaise with other departments and external agencies. • Positive role model for staff and young people. • Envisioning • Motivational • Inspirational | <ul style="list-style-type: none"> • Good level of fitness. | <ul style="list-style-type: none"> • Application Form • Interview • References • Work sample tasks / tests |
| <p><u>Values</u></p> | <ul style="list-style-type: none"> • Resilient • Adaptable • Respectful • Professional • Trustworthy • Understanding • Engaging • Interactive • Fun! | | <ul style="list-style-type: none"> • Interview • References • Application form |