

## Person Specification - Support Worker/Night Waking Support Worker

CANDIDATE NAME:

CATEGORY	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
<u>Qualifications</u>	<ul style="list-style-type: none"> <li>• Level 3 Diploma in Residential Childcare or the ability to achieve it within 2 years of taking up the post</li> <li>• Experience of working with people</li> <li>• Right to Work in the UK</li> </ul>	<ul style="list-style-type: none"> <li>• Equivalent Level 3 Qualification</li> <li>• Youth Leader Certificate</li> <li>• First Aid Certificate</li> <li>• Current Full Driving Licence and own vehicle (due to rural location of school).</li> </ul>	<ul style="list-style-type: none"> <li>• Application form, references, certification</li> </ul>
<u>Knowledge</u>	<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 including challenging behaviours</li> </ul>	<ul style="list-style-type: none"> <li>• Basic Care Practices and understanding of Care Standards</li> <li>• Childrens Act</li> <li>• COSHH</li> <li>• Health and Safety</li> <li>• Understanding of equal opportunities policy</li> </ul>	<ul style="list-style-type: none"> <li>• Interview and references</li> </ul>
<u>Skills</u>	<ul style="list-style-type: none"> <li>• Literacy/Numeracy skills in order to record young person's behaviour</li> <li>• Effective Communicator</li> <li>• Ability to work under pressure</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>• Knowledge of Manual Communication.</li> <li>• Interest in Sport and Recreational Activities.</li> <li>• Art/Craft</li> <li>• Music</li> <li>• Ability to work shifts (including evenings, weekends and bank holidays)</li> </ul>	<ul style="list-style-type: none"> <li>• Interview and references</li> </ul>

<u>Experience</u>	<ul style="list-style-type: none"> <li>No history of misconduct associated with working with children, young adults or other vulnerable groups</li> </ul>	<ul style="list-style-type: none"> <li>Voluntary work in Care sector</li> <li>Working with children and young people/adults</li> <li>Working in a residential school, care home or similar setting</li> <li>Previous experience of learning disabilities and/or challenging behaviour</li> <li>Previous personal care experience</li> </ul>	<ul style="list-style-type: none"> <li>Application form, interview, references</li> </ul>
<u>Personal Qualities</u>	<ul style="list-style-type: none"> <li>Commitment to the wellbeing of the young people</li> <li>Commitment to continuous professional development</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> <li>Smart appearance</li> <li>A natural respect of the individuality and dignity of those in our care</li> <li>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</li> <li>Excellent value base</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>