



<b>Person Specification</b> <b>Residential Support Worker – Edgewood School</b>
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<u>CATEGORY</u>	<u>CRITERIA</u>	<u>MEASURED BY</u>	
<u>Qualifications</u>	<ul style="list-style-type: none"> <li>• English and Maths BTEC Level 2/GCSE/equivalent</li> <li>• Level 3 Qualification in Care or Children &amp; Young People or equivalent</li> <li>• Willingness to undertake accredited courses and mandatory training within the time set</li> <li>• Right to work in UK</li> <li>• N.N.E.B.</li> <li>• Social Work Diploma</li> <li>• Youth Leader Certificate</li> <li>• First Aid Certificate</li> <li>• Driving licence</li> </ul>	Essential Desirable  Essential  Essential Desirable Desirable Desirable Desirable Desirable	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificates</li> <li>• Interview</li> </ul>
<u>Knowledge</u>	<ul style="list-style-type: none"> <li>• How to care for and support others</li> <li>• Knowledge of the role and an understanding of its rewards and challenges</li> <li>• Basic Care Practices</li> <li>• Children’s Act</li> <li>• Childrens Home Regulations 2015</li> <li>• Experience of effectively managing challenging behaviour</li> <li>• Experience and knowledge of learning disabilities</li> <li>• C.O.S.H.H and Health &amp; Safety</li> </ul>	Essential Essential  Desirable Desirable Desirable Desirable  Desirable Desirable	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> <li>• References</li> </ul>
<u>Skills</u>	<ul style="list-style-type: none"> <li>• Able to work under guidance of a Team Leader</li> <li>• Good verbal and listening skills</li> <li>• Ability to work as a team member</li> <li>• Able to use own initiative</li> <li>• Able to work in challenging circumstances</li> <li>• Experience of organising activities for children</li> <li>• Knowledge of augmentative communication and alternative communication tools</li> <li>• Interest/involvement in sports and recreational activities, art &amp; craft or music</li> </ul>	Essential Essential Essential Essential Essential Desirable  Desirable  Desirable	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> <li>• References</li> <li>• In house testing / work sample tasks</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> <li>• Working with children</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> <li>• Voluntary work in Care Sector</li> </ul>	Essential  Desirable Desirable  Desirable  Desirable Desirable	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> <li>• References</li> </ul>

<u>Personal Qualities</u>	<ul style="list-style-type: none"> <li>• Ability to work unsocial hours</li> <li>• Tolerance and patience</li> <li>• Excellent value base</li> <li>• Flexible approach to work tasks</li> <li>• Resilient and able to work with challenging behaviours</li> <li>• Smart appearance</li> <li>• A natural respect of the individuality and dignity of those in our care</li> <li>• An ability to engage with and enthuse children</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>• Committed to safeguarding children</li> </ul>	<p>Essential Essential Essential Essential</p> <p>Essential Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> <li>• References</li> <li>• Work sample tasks/tests</li> </ul>
<u>Strengths &amp; Values</u>	<ul style="list-style-type: none"> <li>• Resilient</li> <li>• Adaptable</li> <li>• Respectful</li> <li>• Professional</li> <li>• Trustworthy</li> <li>• Understanding</li> <li>• Engaging</li> <li>• Interactive</li> <li>• Fun!</li> </ul>	<p>Essential Essential Essential Essential Essential Essential Essential Essential</p>	<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> <li>• Application form</li> </ul>