

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 (CCYP)/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 and to be able to lone work 	<ul style="list-style-type: none"> • Application form, references, certification • 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 attend all training instructed or required in support of your role and responsibilities 	<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
<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 	<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

	<ul style="list-style-type: none"> • 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) 		
Personal Qualities	<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 with working hours, 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