

**PERSON SPECIFICATION
RESIDENTIAL SUPPORT WORKER**

- **To engage, interact and have fun with children and young people**

CATEGORY	CRITERIA		MEASURED BY
<u>Qualifications</u>	• Level 3 Qualification in Care or Children & Young People or equivalent • Willingness to undertake accredited courses and mandatory training within the time set • Right to work in UK • N.N.E.B • Social Work Diploma • Youth Leader Certificate • First Aid Certificate • Driving licence	Desirable Essential Essential Desirable Desirable Desirable Desirable Desirable	• Application Form • Certificates • Interview
<u>Knowledge</u>	How to care for and support others • Knowledge of the role and an understanding of its rewards and challenges • Basic Care Practices • Children's Act • Children's Home Regulations 2015 • Experience of effectively managing challenging behaviour • Experience and knowledge of learning disabilities • C.O.S.H.H and Health & Safety	Essential Essential Desirable Desirable Desirable Desirable Desirable Desirable	• Application Form • Interview • References
<u>Skills</u>	• Able to work under guidance of a Team/Shift Leader • Good verbal and listening skills • Ability to work as a team member • Able to use own initiative • Able to work in challenging circumstances • Experience of organising activities for children or young adults • Knowledge of augmentative communication and alternative communication tools • Interest/involvement in sports and recreational activities, art & craft or music	Essential Essential Essential Essential Essential Essential Desirable	• Application Form • Interview • References • In house testing / work sample tasks

<u>Experience</u>	• No history of misconduct associated with working with children, young adults or other vulnerable groups • 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 • Voluntary work in Care Sector	Essential Desirable Desirable Desirable Desirable Desirable	• Application Form • Interview • References
<u>Personal Qualities</u>	• 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.	Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential	• Application Form • Interview • References • Work sample tasks/tests
<u>Values</u>	• Resilient • Adaptable • Respectful • Professional • Trustworthy • Understanding • Engaging • Interactive • Fun!	Essential Essential Essential Essential Essential Essential Essential Essential Essential	• Interview • References • Application form