



South Tyneside Council

CHILDREN, ADULTS HEALTH

PERSON SPECIFICATION

POST TITLE: Residential Care Worker

GRADE: Band 5

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	<ul style="list-style-type: none"> NVQ Level 3 in Children and Young People (or willingness to undertake) 	<ul style="list-style-type: none"> Relevant in-service training Qualified and registered social worker 	<ul style="list-style-type: none"> Application form Certificates
Work Experience	<ul style="list-style-type: none"> Experience of direct work with children and young people and their families Experience of child protection and working within policies and procedures Significant experience of working as a part of a team Experience of engaging children to ensure their voice is heard Experience of recording and care planning commensurate with the role Experience of managing cases and or key-working 	<ul style="list-style-type: none"> Experience of working in multi-disciplinary teams and settings Experience of Team around the child/family Experience of working in a children's residential setting 	<ul style="list-style-type: none"> Application form Interview References
Knowledge/ Skills/ Aptitudes	<ul style="list-style-type: none"> Ability to place the child / young person and family at the centre of all practice and decision making Awareness of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence Ability to establish working relationships with children, families and partner agencies Demonstrates working with others and behaving in a way that respects the rights of others, taking into account their needs and working in an anti-discriminatory way Awareness of relevant legislation and statutory guidance i.e. Quality Standards 	<ul style="list-style-type: none"> Awareness of thresholds, eligibility criteria, neglect, & significant harm Understanding how and why systems, policies and procedures work 	<ul style="list-style-type: none"> Interview Application form Young people's panel References

	for Children's Homes, Children's Homes Regulations <ul style="list-style-type: none"> • Awareness of the role of key public agencies in safeguarding and promoting the welfare of children • Good verbal and written communication skills • Skilled in managing competing priorities within timescales • Ability to use technology and ICT systems • Able to challenge and be challenged 		
Disposition	<ul style="list-style-type: none"> • Able to work as part of a team • Able to work with families and other agencies • Able to work in stressful situations • Transparent and accountable • Open to innovation and new ways of thinking • Committed to the principles of equality and diversity • Provides a positive example to others 		<ul style="list-style-type: none"> • Interview • Young people's panel • References
Circumstances	<ul style="list-style-type: none"> • Able to undertake shift work, including sleep-ins, weekends and bank holidays • Enhanced clearance from the Disclosure and Barring Service 	<ul style="list-style-type: none"> • Willingness to undertake further training • Full current driving license or access to a means of mobility support 	<ul style="list-style-type: none"> • Interview • DBS Check