South Tyneside Council

CHILDREN, ADULTS HEALTH

PERSON SPECIFICATION

POST TITLE: Relief Residential Care Worker (Foxden – Residential Short Break Service)

GRADE: Band 5

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	• NVQ Level 3 in Children and Young People (or willingness to undertake)	• Relevant in-service training • Qualified and registered social worker	• Application form • Certificates
Work Experience	• 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	• Experience of working in multi-disciplinary teams and settings • Experience of Team around the child/family • Experience of supporting children and young people with their personal care needs. • Experience of working with children or adults with a disability in a residential care setting.	• Application form • Interview • References
Knowledge/ Skills/ Aptitudes	• 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 for Children's Homes,	• Awareness of thresholds, eligibility criteria, neglect, & significant harm • Understanding how and why systems, policies and procedures work	• Interview • Young people's panel • References • Presentation • Written Exercise

	Children's Homes Regulations • 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	• 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		• Interview • Young people's panel • References
Circumstances	• Able to undertake shift work, including sleep-ins, weekends and bank holidays • Enhanced clearance from the Disclosure and Barring Service	• Willingness to undertake further training • Full current driving license or access to a means of mobility support	• Interview • DBS Check