

Person Specification – Children’s Residential Support Worker

Essential	Desirable	Method of Assessment
Personal Qualities <ul style="list-style-type: none"> • Flexible approach to work, location, duties and hours – with the ability to work anti-social hours and shift work • Reliable and able to work autonomously and to demonstrate confidence in work role, but will seek guidance appropriately • Commitment to high quality services for children. • Commitment to personal growth and development. • Commitment to Equal Opportunities and anti-discriminatory practice, applying this in the workplace and the effect on delivery of services to customers • High level of professional integrity and honesty • Recognition of need to maintain confidential records • Ability to prioritise and manage workload 		Application form Selection Process Pre-employment Checks

Essential	Desirable	Method of Assessment
Qualifications and CPD		
<ul style="list-style-type: none"> NVQ Level 3 in Residential Child Care or equivalent (or a willingness to undertake). 	<ul style="list-style-type: none"> Evidence of ongoing Continuous Professional Development (CPD). Relevant recent training in childcare related subjects. Nationally recognised training in related fields of knowledge, e.g., Psychology, Sociology, etc. 	Application form Selection Process Pre-employment Checks
Experience		
<ul style="list-style-type: none"> Relevant work experience in the caring professions. 	<ul style="list-style-type: none"> Experience of working within a team. Able to effectively contribute in meetings. Previous experience of working with young people. 	Application form Selection Process Pre-employment Checks

Essential	Desirable	Method of Assessment
Skills/Knowledge		
<ul style="list-style-type: none"> • Able to contribute to, and work within, a supportive team environment. • Able to liaise effectively with other agencies and professionals. • Able to deal effectively with difficult and abusive behaviours. • Knowledge of the Children Act 1989 and the Children's Homes Regulations and Quality Standards and other relevant legislation. • Effective oral and written communication skills • Full, clean driving licence. • An awareness of the concept of confidentiality and its implications. • Able to act as an advocate on behalf of other people. • Able to develop creative and effective activity sessions to promote relationship building. • Empathetic caring manner and ability to build trusting relationships (preferably with young people). • Able to provide basic support for a person's physical and emotional wellbeing. 	<ul style="list-style-type: none"> • Can demonstrate an understanding of a child's needs and the effects of the child's and family's history. • Awareness of substance abuse. • Awareness of the development needs of children • Can demonstrate the ability to create strong working relationships. • Ability to maintain monetary records and act and promote responsibility for safeguarding personal possessions. • Knowledge of the needs of looked after children • Understanding of child abuse/child protection issues. 	<p>Application form Selection Process Pre-employment Checks</p>