

## Person Specification

**JOB TITLE:** Residential Worker      **POST NO:**

**GRADE:** 7      **DEPARTMENT:** Clare Lodge

**HOURS**

**DIVISION:** People & Communities      **DIRECTOR:** Wendi Ogle-Welbourn

**DATE:** 23<sup>rd</sup> June 2016      **COMPLETED BY:** Steve McFaden

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"><li>● Good Customer Care.</li><li>● Child Protection issues and procedures.</li><li>● An understanding of the developmental needs (physical, emotional, intellectual, social and educational) of children young people.</li></ul>	<ul style="list-style-type: none"><li>● Children Act 1989;2004</li><li>● Children Hones Regulation (including Quality Standards)2015</li><li>● Healthcare Standards CYSS 2013</li><li>● Play and activities for children and young people</li></ul>

<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>● Ability to build/maintain positive relationships.</li> <li>● Ability to work with individuals who display challenging forms of behaviour.</li> <li>● An ability to interpret and respond appropriately to a range of emotions and behaviours.</li> <li>● Act in a confident, self-directed and resourceful way to identify and resolve difficulties.</li> <li>● Ability to act on own initiative to maintain safety</li> <li>● Awareness of impact of decisions/actions on others.</li> <li>● Stamina and resilience.</li> <li>● Ability to be creative and use own initiative.</li> <li>● Ability to engage children in physical and energetic activities</li>   <li>● Ability to motivate self to meet time and performance goals.</li> <li>● Ability to self-evaluate own learning needs.</li> <li>● Ability to plan, set goals, establish and implement care plans.</li> <li>● Good interpersonal skills – relate well to others (young people, families, and staff at all levels).</li> <li>● Ability to work within a team.</li> <li>● Report writing, recording and record maintenance.</li> <li>● Good Communication skills – oral and written.</li> <li>● Have confidence to establish &amp; maintain positive relationships with individuals &amp; groups.</li> <li>● Ability to complete relevant training including National Diploma 3</li> </ul>	
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>● Involvement with children as a paid worker, volunteer or carer.</li> <li>● Working constructively within a team</li> </ul>	<p>Experience and understanding of the role of Key Worker within a residential establishment.</p>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>● Level 3 Diploma in Children and Young People (or willingness to complete within 2 years)</li> <li>● Good numeracy and literacy skills that are or equivalent to English/Maths GCSE A – C.</li> </ul>	<p>Current driving Licence.</p>

<b>PERSONAL CIRCUMSTANCES</b>	<ul style="list-style-type: none"> <li>• Willingness to work to guidelines &amp; policy on smoking at work.</li> <li>• Able to work flexible hours including evenings, weekends and bank holidays, sometimes at short notice.</li> <li>• Must be available for shift working (including 'sleep ins')</li> <li>• Health and physical wellbeing must allow for: - Safe holding and restraints - All driving duties (including driving for long periods) - Physical activities with the children and young people</li> </ul>	
<b>EQUALITY</b>	<ul style="list-style-type: none"> <li>• Candidates must demonstrate understanding of, acceptance and commitment to the principals underlying equal opportunities. (A &amp; I)</li> </ul>	
<b>CUSTOMER CARE</b>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of effective customer care (A &amp; I)</li> </ul>	

*[At the end of each criteria the following codes are used to indicate how the criteria will be assessed: (A/I) Application / Interview, (P) Presentation, (W) Written Test.]*