

Person Specification

JOB TITLE:	Residential Worker	POST NO:	
GRADE:	7	DEPARTMENT:	Clare Lodge
HOURS			
DIVISION:	People & Communities	DIRECTOR:	Wendi Ogle-Welbourn
DATE:	23 rd June 2016	COMPLETED BY:	Steve McFaden

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<ul style="list-style-type: none"> ● Good Customer Care. ● Child Protection issues and procedures. ● An understanding of the developmental needs (physical, emotional, intellectual, social and educational) of children young people. 	<p>Knowledge of play and activities.</p> <p>Knowledge of relevant legislation guidance and policy</p> <p>Knowledge of family systems theories</p>
SKILLS & ABILITIES	<ul style="list-style-type: none"> ● Ability to build/maintain positive relationships. ● Ability to work with individuals who display challenging forms of behaviour. ● An ability to interpret and respond appropriately to a range of emotions and behaviours. ● Act in a confident, self-directed and resourceful way to identify and resolve difficulties. ● Awareness of impact of decisions/actions on others. ● Stamina and resilience. ● Ability to be creative and use own initiative. ● Ability to engage children in physical and energetic activities ● Ability to motivate self to meet time and performance goals. ● Ability to self-evaluate own learning needs. ● Ability to plan, set goals, establish and implement care plans. ● Good interpersonal skills – relate well to others (young people, families, and staff at all levels). ● Ability to work within a team. ● Report writing, recording and record maintenance. ● Good Communication skills – oral and 	

	<ul style="list-style-type: none"> written. Have confidence to establish & maintain positive relationships with individuals & groups. Ability to complete relevant training including National Diploma 3 	
EXPERIENCE	<ul style="list-style-type: none"> Involvement with children as a paid worker, volunteer or carer. Working constructively within a team 	Experience and understanding of the role of Key Worker within a residential establishment.
QUALIFICATIONS	<ul style="list-style-type: none"> Good numeracy and literacy skills that are or equivalent to English/Maths GCSE A – C. 	Current driving Licence. Level 3 Diploma in Children and Young People
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> Willingness to work to guidelines & policy on smoking at work. Able to work flexible hours including evenings, weekends and bank holidays, sometimes at short notice. Must be available for shift working (including 'sleep ins') 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 	
EQUALITY	<ul style="list-style-type: none"> Candidates must demonstrate understanding of, acceptance and commitment to the principals underlying equal opportunities. (A & I) 	
CUSTOMER CARE	<ul style="list-style-type: none"> Knowledge and understanding of effective customer care (A & I) 	

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