



PERSON SPECIFICATION

When completing your application form you should demonstrate the extent to which you have the necessary experience, qualifications, knowledge, skills and personal qualities identified for the post. Shortlisted candidates will be required to demonstrate this in more detail at the interview stage.

Job Designation	Residential Support Worker
Reports To	More senior member of staff at the Home, ultimately the Manager

	ESSENTIAL	DESIRABLE	VERIFIED BY
Qualifications			
Level 3 Diploma for the Children and Young People's Workforce (children's social care pathway) or equivalent (Or commitment to obtain this qualification within 2 years)		✓	Application Form/ Certificate
Skills and Ability			
Effective communication and interpersonal skills with colleagues, outside agencies, children and families.	✓		Application Form/ Interview
Ability to work as part of a team.	✓		Application Form/ Interview
Use own initiative when required.	✓		Application Form/ Interview
Demonstrate flexibility in order to support the needs of the company.	✓		Application Form/ Interview
Effective and accurate reporting, recording and administrative skills.	✓		Application Form/ Interview
Knowledge			
An understanding of the needs of looked after young people.	✓		Application Form/ Interview
Knowledge of the relevant regulations, legislation and statutory guidance.		✓	Application Form/ Interview
Knowledge of the work of other agencies involved with children.		✓	Application Form/ Interview
An understanding the principles of safeguarding and child protection.	✓		Application Form/ Interview
An understanding of intervention strategies.	✓		Application Form/ Interview



An understanding of child development.	✓		Application Form/ Interview
Personal Qualities			
To form professional, positive and functional relationships with children and young people.	✓		Application Form/ Interview
The ability to deal with difficult situations and make appropriate decisions in line with the policies and procedures of the home.	✓		Application Form/ Interview
To learn quickly and absorb information in relation to working with children and young people.	✓		Application Form/ Interview
To ask for guidance and support when needed and to admit mistakes with a view to continual professional development.	✓		Application Form/ Interview
Commitment to the behaviours and values recognised by the company in relation to integrity, honesty, reliability and compassion.	✓		Application Form/ Interview
Additional Job Requirements			
Full UK driving licence		✓	Application Form/ Certificate