



## PERSON SPECIFICATION

**Post Title:** Residential Support Worker  
**Directorate / Division:** Children's Services, Integrated Services  
**Scale / Grade:** RSW 2/3

### QUALIFICATIONS / TRAINING

It is **essential** that the postholder has:

- Successfully achieved NVQ Level 3 - Children and Young People or Equivalent.

or

- Already registered and working towards NVQ Level 3 – Children and Young people and will subsequently achieve the qualification within 15 months from commencing the course.

It is **desirable** that the postholder has:

- First Aid
- Basic Food Hygiene

### EXPERIENCE / KNOWLEDGE:

It is **essential** that the postholder has:

- Experience of working with young people
- Knowledge of child development
- Understanding of confidentiality
- Understanding of the effects of separation and loss in young people and the implications for those caring for them

It is **desirable** that the postholder has:

- Experience of working with children and/or young adults in a residential setting
- Knowledge of relevant Child Care legislation
- Knowledge of Health and Safety legislation
- Knowledge of the effective use of Care Plans

### SKILLS AND ABILITIES:

It is **essential** that the postholder has:

- Ability to relate to young people.
- Ability to understand and work with young people who present challenging behaviour
- Ability to understand their own duty of care, to safeguard and promote the interests of young people and challenge inappropriate practices.
- An ability to analyse and reflect on their own practice, to be accountable for their own behaviour and the consequences of their own actions.
- The ability to demonstrate an understanding of own Self, their self motivation and the impact of their own personal experiences.

- The ability to use the authority, power and control inherent in this role to enhance the capacity of Young People and be appropriately assertive.
- Strong communication skills
- The ability to work under pressure
- Ability to work both independently and as part of a team
- Ability to engage and communicate effectively with families and other agencies
- IT skills

It is **desirable** that the postholder has:

- Ability to engage, communicate and work effectively with families and staff from other agencies and disciplines.

## ADDITIONAL FACTORS

**Essential** requirements:

- Demonstrably child/young person centric, outward looking and outcome focused;
- The ability to work as part of the Residential Home team;
- Sets and maintains the highest standards in professional relationships
- Commitment to equality of opportunity and the ability to demonstrate that commitment through employment practice and in the delivery of services;
- The ability to work outside of normal office hours, and at weekends and holidays.

It is **desirable** that the postholder has:

- Energetic and enthusiastic;
- Enjoys working as part of a team;
- A strong belief in continuous improvement
- A commitment to professional updating and personal development.

Prepared by:  
Last Updated by : N.Edwards

Date:  
Date: 30<sup>th</sup> Nov 2006