

PERSON SPECIFICATION

Post Title:	Green Fingers Sessional Worker (For Looked After Children)
Directorate and Section/Unit:	Through Care Services / Anchor Emotional Health & Wellbeing Service Green Fingers Project
Scale:	Scale 4 SCP 7 £13.66 per hour (plus 14.49% enhancement in lieu of annual leave entitlement giving a total £15.66)

QUALIFICATIONS / TRAINING & DEVELOPMENT:

It is **essential** that the post holder has:

- A qualification at NVQ level 3 in social work, health, childcare, youth work, arts, or activity related qualification (or has equivalent experience in an appropriate field).

It is **desirable** that the post holder has:

- Mentoring / counselling qualification or training.
- Attachment / Protective Behaviours Training
- Arts / gardening / horticulture / woodwork / music / cooking / photography / fishing / yoga / forest school / bushcraft / outdoor education or Lego® Therapy qualification.
- First aid / food hygiene / manual handling / health and safety / risk assessment qualifications.
- Behaviour management training.
- Arts Award / AQA / ASDAN assessor qualifications.

EXPERIENCE:

It is **essential** that the post holder has:

- Experience of working with young people some of whom may display challenging behaviour or be socially or emotionally vulnerable.

It is **desirable** that the post holder has:

- Experience of working with vulnerable young people or those in the looked after system.
- Experience of working in a team.
- Experience of working with young people with identified attachment, mental health difficulties or special educational needs.
- Experience of working in an arts, music, woodwork, gardening / horticulture or care farming setting.
- Experience of planning and organising activities and events
- Experience of delivering qualifications or Awards such as the Arts Award, AQA Awards or Asdan qualifications.

KNOWLEDGE, SKILLS AND ABILITIES:

It is **essential** that the post holder has:

- Knowledge of arts, horticulture, woodwork, music, cooking, photography, fishing or healthy living skills
- Working knowledge of ICT in order to produce schemes of work
- Excellent inter-personal and communication skills both written and oral.
- Good organisational skills and report writing skills.
- Ability to organise and plan activities and schemes of work.
- Ability to interact, inspire and motivate young people.
- Ability to be persuasive and able to negotiate.
- Ability to keep accurate records and carry out evaluations with young people and carers.
- Ability to organise own workload and tasks effectively.
- Non-judgemental approach to service users, colleagues and carers.
- Ability to use own initiative and work as part of a team.
- Ability to work within agreed boundaries.
- Demonstrate understanding and commitment to equality of opportunity and anti-discriminatory practice.

It is **desirable** that the post holder has:

- Knowledge of Looked After, Adopted or Kinship children / young people and their needs.
- Knowledge of Safeguarding and Child Protection policies and procedures.
- Empathy with children in the looked after system.
- Ability to demonstrate and understanding of attachment theory.
- Knowledge of the Arts Award, AQA Awards or ASDAN Awards
- Knowledge of behaviour management strategies
- Knowledge of relationship based play
- Knowledge of health and safety and risk assessment processes
- Knowledge of mental health or special educational needs.
- Ability to manage conflict.
- Flexible and adaptable.

ADDITIONAL FACTORS:

It is **essential** that the post holder has:

- Ability to display a commitment to equal opportunities.
- Ability to travel throughout the County.
- Must be prepared to work some evenings and weekends as required.

Prepared by: Joanne Frost

Date: 18th Sept 2023

WCF