

Recruitment person specification

Post being recruited for: Residential Support Worker

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	<i>Relevant experience of working with and supporting those with care experience in a variety of settings.</i>	<i>Experience of working with children and young people in a residential or secure care setting & those affected by disability.</i>
Knowledge, skills and understanding	<p><i>Knowledge of child development, the impact of trauma and the needs of children and young people who are looked after away from home.</i></p> <p><i>Ability to work with people in a way that is consistent with the values underpinning best practice in social care and safe caring.</i></p> <p><i>Ability to engage effectively with children and young people on a one-to-one & group basis.</i></p> <p><i>Ability to enable children and young people to articulate their needs and wants and to respond appropriately. And develop restorative & problem-solving approaches.</i></p> <p><i>Ability to develop working relationships with children and young people and their families and offer emotional and practical support when necessary</i></p> <p><i>Ability to deal constructively with conflict and stress and respond sensitively to distress</i></p> <p><i>Ability to support children and young people in managing daily living and to learn new skills during their recovery from trauma</i></p> <p><i>Understanding of rights and responsibilities</i></p> <p><i>Understanding of promoting equality, diversity and anti-discriminatory practice</i></p>	<p><i>Skills in providing nurturing & evidence based care</i></p> <p><i>Group work skills</i></p> <p><i>Experience of undertaking assessments, and developing care-plans, based on individual need.</i></p> <p><i>Experience of using stress management techniques & pro-social modelling</i></p> <p><i>Experience of planning and organising social, educational and/or leisure activities</i></p> <p><i>Knowledge and experience in relation to children affected by disability</i></p> <p><i>Knowledge and understanding of race and ethnicity issues & anti-discriminatory practice</i></p> <p><i>An awareness/knowledge of relevant legislation with regards to young people looked after away from home</i></p>

Qualifications and training	<i>Degree/Diploma in Social Work or HNC/SVQ3 in Social Care or Diploma/Certificate in Youth and Community Work or Teacher Training Certificate or Degree in Community Education or equivalent</i>	<i>Working towards a relevant qualification as set out by the SSSC</i>
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Job specific requirements

Professional values - the ability to articulate and demonstrate understanding of the core values of social care, and their application in practice with children & young people

Assessing and responding to need - the ability to work with service users to identify their needs, including their need to be protected from further harm or abuse: to respond to these identified needs, ensuring that care plans provide adequate safeguards for children and young people & in collaboration with children, young people and at times their families

Commitment to learning and professional development - the ability to reflect on, and learn from, experience; to identify and articulate developmental needs; to make best use of opportunities for learning and professional development

Maintaining professional boundaries - to have a clear understanding of the nature and limits of the work role; to have a clear awareness and understanding of issues of power and authority in work with vulnerable service users; to work at all times to protect service users from harm and abuse

Relationships with others

the ability to engage - appropriately with people at all levels; to develop trust with service users and colleagues; to sustain working relationships through difficulties; to maintain professional identity and approach within work-based relationships

Managing conflict and stress

The ability to engage with existing council guidance/policies/procedures to support the resolution of conflict

