

Recruitment person specification

Post being recruited for: Residential Support Worker

Our Behaviours

These apply to all posts

Respect – We're inclusive, we promote equality, we treat people with fairness, understanding and kindness and we consider others in our decisions and actions.

Integrity – We're open and honest, we take responsibility, we build trust and we pull together to do what's right for our residents, colleagues and city

Flexibility – We're open minded, we keep it simple, we adapt to provide great service and find better ways of doing things, and we embrace opportunities for shared working and learning

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	Relevant experience working with young people effected by disability. The candidate should have basic skills in personal care of young people, administration of medication, and the ability to plan and manage a young person short break stay. Experience of working in a team environment.	Experience of working with young people effected by disabilities in a short breaks or residential setting. Experience of undertaking assessments of young people and the ability to care plan, risk asses and case manage young people with different levels of need. Experience of working as part of a team in a short break or residential setting and the ability to lead, plan and manage a shift in the absence of an ARM/RM.

Knowledge, skills and understanding	The candidate must be able to work in a child centred way with key skills including patience, empathy and understanding of differing needs. Be able to complete basic personal care and administration of medication tasks. Have a high level of verbal, written and active listening skills and the ability to communicate with empathy and clarity. Basic IT skills. An ability to engage young people in activities and learning, including positive behavioural support. Have a good understanding of child development and the impact of additional support needs, including neurodiversity, attachment and trauma. An understanding of child protection procedures and legislation. A basic understanding of relevant policies and rights including the Disability Act, UNCRC, SSSC codes of conduct and National care standards. An understanding of our behaviours Respect, Integrity and Flexibility. An understanding of the Promise and its future implications.	The ability to work in a trauma informed manner, have inclusive communication skills and be able to promote choice and independence. An ability to understand additional support for learning approaches, including enhanced support provisions and individualised care plans and risk assessments. Have a familiarity with alternative communication methods such as signalong, symbols, talking mats etc. An understanding of how our basic behaviours inform our everyday approach to working with young peoples and families effected by disability. An understanding of the Promise and how it is underpinned by 5 fundamentals– what matters to children and families, listening, poverty, children's rights and language.
Qualifications and training	Hold appropriate qualifications for "Residential Child Care Workers" as laid down by the Scottish Social Services Council SVQ3 Social Services Children and Young People and HNC Social Services. We will appoint staff who have only the optional SVQ elements to complete to achieve full qualification. In these circumstances, the staff member must be achieve this full qualification within 18 months. Initial registration with the SSSC is required within the timescales laid out and this registration must be maintained. Applicants must be eligible and prepared to register with the Scottish Social Services Council as a Residential Child Care Work.	Hold appropriate qualifications for "Residential Child Care Workers" as laid down by the Scottish Social Services Council SVQ3 Social Services Children and Young People) and HNC Social Services. Adult and child support and protection. Level 1-2 safeguarding training. Safe administration of medication. Trained in moving and handling people and objects. Emergency 1st aid at work. Epilepsy awareness qualification. Preparation and administration of buccal/nasal midazolam.

Job specific requirements	Must register with SSSC as a Residential Childcare Worker. PVG membership (adult and children). The ability to work unsociable/irregular hours including weekends and bank holidays. Have the physical stamina to support young people in daily living, including walking, lifting, moving and handling and managing safety in differing settings.	
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