

PERSON SPECIFICATION

Residential Care Worker

All the criteria below, both essential and desirable, will be assessed via your application form; further methods will be used to support this in the interview/selection stage should your application progress. Please refer to this document and the job description when completing your application, giving examples. A re-wording of the criteria listed will not guarantee an interview.

[Method of Assessment: S - Scenario, I - Interview, P - Portfolio, T - Test, D – Documents]
[complete below as appropriate]

Qualifications and training

Method of Assessment – D, I, T

Essential:

- GCSE Maths and English and ICT at level 4 or above (grade A-C), equivalent qualification or ability to achieve this within two years of start date in the post as part of any agreed apprenticeship program.
- Full Educational History

Desirable:

- Level 3 Diploma for Residential Childcare/ Diploma in Children and Young People's Workforce/NVQ Health & Social Care or equivalent qualification as defined by the children's homes regulations (2015); this must be achieved within two years of start date in line with regulatory requirements.
- Any qualification relating to Child Care or Youth and Community Work
- GCSE Home Economics: Child Development
- GNVQ / BTEC / NVQ in Health and Social Care
- Therapy, counselling, psychology qualifications.



The New GCSE Grading System

- Grades 7-9 are equivalent to the old grades A and A*.
- The bottom of grade 7 aligns with the bottom of grade A.
- Grades 4-6 are equivalent to the old grades B and C.
- The bottom of grade 4 aligns with the bottom of grade C

Experience and knowledge

Method of Assessment – I,T,S

Essential:

- Ability to evidence and demonstrate a child centred approach.
- Ability to demonstrate excellent communications skills with young people and adults
- Full Employment History
- Experience of working as part of a team and on own initiative.
- Experience of building professional relationships and working with others towards a common goal.

Desirable:

- Experience of working with Children & Young People or groups of Young People
- Experience of working in a multi-agency environment
- Training in therapeutic theory/models.
- First aid training.



Specialist skills and abilities

Method of Assessment – I,D

Essential:

- Knowledge of Child Development
- Understanding of the impact of adverse early life experiences on children and young people.
- Knowledge of equality, diversity and anti-discriminatory practice

Desirable:

- Knowledge of the Children Act, 1989/2004 and Care Standards Act, 2000
- Understanding of challenges faced by Children Looked After.
- Knowledge of child protection legislation and its purpose.
- Knowledge of how to respond to children who display socially unaware behaviour.

Personal skills and attributes

Method of Assessment – I,D

Essential:

- Ability to demonstrate and promote the education, health and wellbeing of children and young people.
- Caring, compassionate, empathetic and emotionally intelligent.
- Able to respond to angry and anxious behaviour from children.
- Ability to demonstrate a high level of resilience.



- High levels of integrity.
- Awareness of non-verbal communication i.e. eye contact and personal space etc
- A passion for making a difference in children's lives.
- Very resilient and have the ability to be assertive in difficult situations.
- Professional and understanding of professional and person boundaries.
- Dependable and organised.
- Full driving licence (with ability to drive a vehicle with manual transmission) and have a car available for work

Desirable:

- Experience of working with children and young people in a supportive/caring capacity.
- Experience of Safeguarding and or Child Protection

Decision making impact and innovation

Method of Assessment – I,D

Essential:

- Ability to reflect on practice, being self-aware; acknowledging areas for improvement and taking remedial action where necessary.
- Ability to manage a change within a challenging environment and deal with unexpected situations.

Desirable:

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Special working conditions

Method of Assessment – I,D

Essential:

- During a Pandemic, Epidemic or Major Incident or Emergency you may be asked to work from home or other location and on occasion to undertake duties that are not stated in your Job Description or Person Specification where there is a skill, competency, and experience match.
- Be able to work on a shift pattern, including weekends and regular sleeping in duties with the ability to be flexible in terms of working hours to meet the needs of the home, young people and service.
- Be 21 years old at the point of post beginning.
- Requirement to work within all Shropshire Council's Residential Children's Homes, the post is based at a Shropshire Council Children's home, with a requirement to work across children's residential services as required and an outreach programme within the community at times; this includes short notice emergency placements and short breaks for children.
- It is essential that you hold a full driving licence.
- Be physically and emotionally able to undertake Restrictive Physical Interventions with young people.

Desirable:

