

## Person Specification, Residential Care Worker

| Attributes                  | Essential   | Desirable   |
|-----------------------------|---|---|
| <b>Qualifications</b>       | Literacy and Numeracy (must be able to obtain NVQ level 3), knowledge and understanding of: The Children Act 1989, National Care Standards, The Children's Homes Regulations 2001, child development. Willingness to undergo training | DipSW (or equivalent), NVQ 3+, NGB outdoor education, other relevant training/qualifications, driving licence |
| <b>Work experience</b>      | Able to undertake the full range of duties in a planned manner, that respects and values the children.<br>Multi disciplinary approach designed to meet the needs of the children  | Previous experience with children; statutory, voluntary, other<br>Keyworking<br>Therapeutic work              |
| <b>Specialist knowledge</b> | The Children Act 1989, National Care Standards and The Children's Homes Regulations 2001, child development   | Therapeutic interventions<br>Outdoor education<br>Awareness of children's rights and needs                    |
| <b>Skills</b>               | Ability to work in a caring and consistent manner with children who display challenging behaviour. Ability to work as part of a team and on own initiative. Communication skills, verbal, written, IT. Flexibility. Organisation.     | Risk assessment<br>Report writing<br>Counseling   |
| <b>Personal</b>             | Sense of humour, ability to cope with stressful situations, integrity, patience, enthusiasm, flexibility, commitment to the home and team. Commitment to ongoing personal and professional development                                |   |
| <b>Working conditions</b>   | Will be required to work evenings and weekends. Take part in camps, outdoor ed., etc.   |   |