**Person Specification**

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| **Job Title** | **Residential Child Care Worker** |

E = Essential D = Desirable

AF = Application Form I = Interview T = Test

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|  | **Categories** | **E/D** | **AF/ I** |
| 1 | **Experience** |  |  |
|  | Experience of l working with children and young people with emotional and behavioural difficulties.Other experiences of working with children and young people in statutory or voluntary settings (D) | DD | AF/IAF/I |
| 2 | Knowledge |  |  |
|  | Knowledge of the basic needs of children and young people Knowledge of human growth and development and the effects of trauma, abuse and depravationKnowledge of a wide range of health/education/social work and voluntary services for children and young people and the ability to use themA knowledge of de-escalation proceduresKnowledge of Children’s Home Regulations 2015Knowledge of children’s act 1989 and the care standards act 2000Knowledge and understanding of the impact of unmet need, neglect, abuse and/or issues of loss/attachment Knowledge and understanding of child protection and Safeguarding procedures.Knowledge of data protection and confidentiality within a local authority setting\*\*if already obtained Diploma for Residential childcare the above knowledge criteria will be essential.  | EDD DDDDED | AF/IAF/I AF/I AF/I AF/I AF/I AF/IAF/IAF/I |
| 3 | Skills/Abilities  |  |  |
|  | Communication skills – ability to communicate effectively and appropriately in both in verbal, written and the ability to maintain electronic recording systems.Ability to work effectively as part of a team and to work alone on own initiative as and when required use initiate and make appropriate decisions.Ability to work across cultures and have an awareness of equal opportunity issues Ability to work in a busy, demanding environment prioritising and organising own workload. Ability to model and promote safe working practicesExperience of working in a children’s home and undertaking effective care planning and key working and successfully involve young people in home making skills and developing general life skills.The ability to act as a key worker for an individual young person including reviewing their everyday care needs, ensuring all records pertaining to the young person are up to date, taking a positive interest in the young person’s development, maintaining contact with family and other professionals including attending meetings. The ability to contribute to reports prepared in relation to the young person for reviews and other meetings.  | EEEEEEDE | AF/IAF/IAF/IAF/IAF /IAF/IAF/IAF/I |
| 4 | Qualifications |  |  |
|  | Level 3 Diploma for Residential Child Care\*\* and to undertake within agreed timescales.Ability and willingness to complete and maintain mandatory training in accordance with current policies and legislation: First aid trainingHealth & Safety Food HygieneEquality & Diversity Administration of medication Restrictive physical intervention.Willingness to undertake relevant training, including above if not already held.To complete all training within the agreed timescales dictated by legislation.Minimum GCSE Grade C in Maths and English\*\*\*\*(evidence to be provided) | DEEEEEEEEE | AF/IAF/IAF/IAF/IAF/IAF/IAF/IAF/IAF/IAF/I |
| 5 | **Other** |  |  |
|  | Full driving licence Willingness to use own vehicle for work related tasks Casual car user.Willingness to participate in planned activities / holidays away from the home with young people Ability to maintain confidentiality at all timesTo work on a rota system including sleep in duty, evenings and weekends as and when required to meet the needs of the young people living at the home. | DDEEE | AFIAF/IAF/IAF/I |

**Note – due to change in legislation:**

All Residential Child Care Workers will be required to undertake and successfully complete relevant training programmes as required by governing regulations, guidance and the City Council policies and procedures.

Residential child care workers must be registered and working towards level 3 diploma for residential childcare within 2 years from commencement of employment.

Training for Diploma will be financed by the authority but there will be an expectation that staff will be committed to undertake some of this work in their own time.

Job evaluated February 2017