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| PERSON SPECIFICATION |

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| **DIRECTORATE:** Children’s Services | | **JOB TITLE:** Care Assistant (Nights) BANK STAFF | |
| **GRADE:** | **POST REF NO:** | | **LOCATION:**  **Barton Moss Secure Care Centre** |

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| **ESSENTIAL CRITERIA** |  |  |
| 1 | It is anticipated that in order to demonstrate the depth of experience required to fully meet the Essential Criteria, applicants will need formal certificated study that includes the following elements: Human Growth and Development, Child Care Legislation and Communication Techniques |  |
| 2 | Experience of working with young people preferably in a residential setting. |  |
| 3 | To be aware of the needs of young people which includes physical, intellectual emotional and social needs |  |
| 4 | Understanding of the need to balance care needs with the requirement to maintain security |  |
| 5 | Ability to build positive relationships with young people and the other people involved in their care |  |
| 6 | Ability to communicate effectively and appropriately both in verbal and written form. |  |
| 7 | Ability to work effectively in a team setting |  |
| 8 | The ability to work alone, use initiative and make appropriate decisions |  |
| 9 | An ability to demonstrate the ability to deal with inappropriate behaviour. |  |
| 10 | An understanding of the need for, and the ability to keep, accurate records, both manually and electronically. |  |
| 11 | To be able to demonstrate values and attitudes that are consistent with the Children Act (1989) |  |
| 12 | The skills to carry out a range of domestic duties |  |
| 13 | An understanding of the particular issues and problems experienced by young people in secure accommodation |  |
| 14 | An awareness of equal opportunities issues. |  |

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| **DESIRABLE CRITERIA** | **NECESSARY REQUIREMENTS – SKILLS, KNOWLEDGE, EXPERIENCE ETC** | | |  | |
| 1 | To have an awareness of the needs of young people involved in the youth justice system. | | |  | |
| 2 | Some understanding of Youth Justice Legislation | | |  | |
| COMPLETED BY | | DATE | APPROVED BY | DATE |
| Mike Kelly | | November 2015 |  |  |