|  |
| --- |
| PERSON SPECIFICATION  |

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

|  |  |  |
| --- | --- | --- |
| **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. |  |

|  |  |  |
| --- | --- | --- |
| **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 |  |  |