

PERSON SPECIFICATION



Job Designation	Night Residential Support Worker
Salary	
Reports To	Home Manager

	ESSENTIAL	DESIRABLE	VERIFIED BY
QUALIFICATIONS			
Educated to GCSE standard or equivalent.		D	Application Form/ Certificate
NVQ 3 in Children and Young People. (Commitment to obtain this qualification essential).		D	Application Form/ Certificate
SKILLS			
Effective communication skills with colleagues, outside agencies, children and families.	E		Application Form/ Interview
Previous experience of working with children and young people in the public care system.	E		
Good interpersonal skills.	E		Interview
To work as part of a team and use own initiative when required.	E		Application Form/ Interview
To be an effective listener.	E		Application Form/ Interview
Reporting and recording to a high standard.	E		Application Form/ Interview
KNOWLEDGE			
An understanding of the needs of young people in public care.	E		Application Form/ Interview
Knowledge of the National Minimum Care Standards.		D	Application Form/ Interview
Knowledge of the Children Act 2004.		D	Application Form/ Interview
Knowledge of the work of other agencies involved with children in public care.		D	Application Form/ Interview
Understanding the principals of safeguarding and child protection.		D	Application Form/ Interview
ABILITY			
To form professional and positive relationships with children and young people.	E		Application Form/ Interview
To work in isolation and understand potential risks that this may bring and respond appropriately.	E		Application Form/Interview
The ability to deal with difficult situations and make appropriate decisions in line with the reporting procedures in the home.	E		Application Form/ Interview
To learn quickly and absorb information in relation to working with children and young people.	E		Application Form/ Interview

To ask for guidance and support, and to admit mistakes.	E		Application Form/ Interview
To maintain appropriate and effective communication with the day workers.	E		
OTHER REQUIREMENTS			
Full UK Driving Licence.	E		Application Form
Ability to work shifts including weekends and evenings.	E		Interview
A willingness to participate in all in house training.	E		Application Form/ Interview