



## Senior Residential Worker Person Specification

<b>1. Qualifications and Knowledge</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<p>GCSE pass at or above Grade C in English Language and Mathematics (or equivalent)</p> <p>NVQ Level 3 children/social care</p> <p>BSL Level 1</p>	<p>NVQ level 4 children/social care</p> <p>BSL Level 2 or above or a willingness to learn.</p> <p>Behaviour Management Training</p>
<b>2. Experience</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<p>Knowledge of the Minimum Care Standards for Residential Special Schools</p> <p>Knowledge and understanding of the Every Child Matters agenda</p> <p>Experience of working in a residential setting.</p> <p>Experience of writing and delivering clear and concise reports</p> <p>Knowledge of child protection and safeguarding vulnerable young people</p> <p>Positive attitude to Deaf people, their culture and language</p>	<p>Experience of working with students/ young people with a range of communication needs</p> <p>Experience of working in a Deaf environment</p> <p>Experience of supporting young people with additional needs including mental health and challenging behaviour</p> <p>Experience of working in a residential setting in a senior residential worker position</p>
<b>3. Professional Development</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<p>Evidence of continuing professional development</p> <p>Ability to identify own training needs</p> <p>Ability to reflect and improve own practices.</p> <p>Ability to support others to identify their training needs.</p>	<p>Extended professional development through designated or award bearing courses</p>

#### 4. Skills, Qualities and Abilities

ESSENTIAL	DESIRABLE
<p>Empathy with children and young people</p> <p>High standards of personal conduct, credibility, honesty and integrity that inspires loyalty and trust</p> <p>Ability to build and maintain good working relationships with students and staff</p> <p>Ability to remain positive and enthusiastic when working under pressure</p> <p>Ability to resolve conflict</p> <p>Ability to organise work, prioritise tasks, and manage time effectively</p> <p>Ability to use IT effectively in communication and presentation of work</p> <p>A commitment to equal opportunities and anti discriminatory practices</p> <p>Experience which illustrates self motivation and use of initiative</p> <p>Respond to change in a positive way</p> <p>Develop, deliver or source interactive sessions to support students educational, social and emotional development</p> <p>Ability to support student's educational, social and emotional development thorough a waking day curriculum</p> <p>Flexible working, including evenings and sleep ins</p> <p>Enhanced Disclosure and Barring check</p>	<p>Full Driving Licence</p> <p>Willingness to undertake Wandsworth minibus course.</p>