

Person Specification - Senior Support Worker (Children's Homes)

Essential Criteria

<u>Criteria</u>	<u>Details</u>
Education/Qualifications	<ul style="list-style-type: none"> • Level 3 Diploma Children and Young People – Residential pathway or equivalent and/or ability to achieve qualification • English and Math Functional Skills at level 2 or equivalent or ability to achieve qualification
Knowledge	<ul style="list-style-type: none"> • Knowledge and understanding of Children's Home Regulations 2015 and Ofsted standards or ability to acquire it • Basic IT skills • Knowledge and understanding of health and safety at work and the ability to carry out appropriate health and safety checks i.e. legionella testing, fire alarm tests. • Able to write legibly and clearly so that paperwork and other records are kept appropriately • Understanding of the importance of choice, control, rights and empowerment of children and young people. • Understands and is able to implement requirements of a range of policies including Safeguarding policy • Understands and is able to implement requirements of Company's policy's and procedures
Experience	<ul style="list-style-type: none"> • A minimum of 2 years' experience working in a direct support capacity with children and young people • Experience of providing high standards of customer care • Experience of working as part of a team or of working on their own
Key Skills and Work Related Circumstances	<ul style="list-style-type: none"> • The ability to assess, coordinate and provide personal or practical interventions to a range of children and young people • The ability to develop, contribute and work within an agreed care and support plan support customers • Ability to provide personal care and support to meet a range of social and health needs including challenging behaviour. • An ability to carry out intimate tasks without supervision • Able to form and maintain effective working relationships with individuals being supported, their families colleagues and partner organisations • Ability to liaise with people at all levels including senior management and multi-disciplinary team professionals. • Ability to produce written reports, update care plans.

	<ul style="list-style-type: none"> • The ability to mentor or support colleagues or apprentices • Effective written and verbal communication. • Ability to work flexibly and use own initiative. • Able to work efficiently, effectively and professionally in a team and on their own • Ability to deputise in absence of line manager • Commitment to Equality and Valuing Diversity principles • Able to work flexibly to meet the needs of individuals, the service and organisation.
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