



## PERSON SPECIFICATION

### Children's Social Care

**Job title:** Residential Childcare Worker

<b>Qualification</b>	
<b>Evidence</b>	<b>Essential/ Desirable</b>
Basic education – English, Maths and ICT	Essential
NVQ/QCF Level 3 Children and Young People's Workforce	Desirable

<b>Experience</b>	
<b>Evidence</b>	<b>Essential/ Desirable</b>
Understanding of residential child care, or	Essential
Experience of social or community work, or	Essential
Experience of working in a children's residential care environment	Essential

<b>Knowledge</b>	
<b>Evidence</b>	<b>Essential/ Desirable</b>
Ability to communicate effectively both orally, electronically and in writing and to produce a variety of information to aid decision making	Essential
Able to exhibit sensitivity and assertiveness	Essential
Ability to demonstrate knowledge and understanding of the needs of children adolescents and their potential	Essential
Knowledge and commitment of the Trust's equal opportunities policy	Essential
Understanding of childcare theory	Desirable
Understanding of child-centred approach and the importance of routine, boundaries, consistency etc.	Essential
Understanding of conflict resolving strategy	Desirable
Working knowledge of the Children Act 2004	Desirable
An understanding of health and safety in a child care setting	Desirable

<b>Skills</b>	
<b>Evidence</b>	<b>Essential/ Desirable</b>
Ability to maintain written records, write reports and keep cash records	Essential
Ability to provide a positive role model	Essential
Practical care skills including some cooking and supervision of meals, welfare, domestic and social duties which meets the day to day care needs of young people	Essential



Willingness to physically intervene if young people's behaviour is dangerous to others or themselves	Essential
Ability to work as part of a team and be self-motivated	Essential
Ability to motivate and engage young people in group activities	Essential
Valid full driving licence	Essential
Ability to organise tasks independently and efficiently	Desirable

<b>Abilities</b>	
<b>Evidence</b>	<b>Essential/ Desirable</b>
To have a flexible approach to working hours, to ensure the needs of the home and young people are properly met	Essential
Ability to undertake sleeping in duties as required	Essential
Enthusiastic	Essential
Well motivated	Essential
A willingness to undertake training	Essential
Ability to accompany young people on holidays with the home	Desirable

<b>Other</b>	
<b>Evidence</b>	<b>Essential/ Desirable</b>
The successful applicant will require an enhanced DBS check	Essential

This job profile is provided for guidance only. It will be reviewed, updated and amended in accordance with the changing needs of Talbot House Trust and the specific requirements of the role.