

Careworker - Residential

Person Specification

Education and Training			
Essential Criteria		Desirable Criteria	
Literacy and Numeracy qualifications		Minimum Level 3 Childcare qualification or equivalent – Any staff appointed, if not qualified, will be required to undertake an appropriate qualification	
Basic computer skills e.g. word processing, powerpoint			
Knowledge of current Health & Safety legislation			
Awareness of the principles of safeguarding and understand the duties and responsibilities arising from the Children Act 2004, Working Together and Keeping children safe in education in relation to child protection and safeguarding children and young people			
Achievements and Experience			
Essential Criteria		Desirable Criteria	
Experience of working with children and/or young people in a special school or residential setting		Experience of working with children and/or young people with visually impaired/multi-disabled visually impaired/profound multiple learning disabilities/dual sensory impairment and/or challenging behaviour	
Experience of working in a team and/or multi-disciplinary setting and contributing to the development of a service		Experience of managing and/or supporting other staff in their work	
Experience of working within and applying and equal opportunities policy		Previous experience working in the education sector	
Experience of contributing to admissions, care plans and reviews		Experience of administering medication	
Experience of overseeing pastoral care including hygiene, toileting and pad changing, clothing and general appearance		Experience of the Ofsted framework and/or the National Minimum Standards	
Skills & Abilities			
Essential Criteria		Desirable Criteria	
Ability to promote the physical, intellectual, emotional and social well being of children and/or young people with special needs		Ability to drive a minibus	

Good communication skills, both oral and written.			
Good organisational and time management skills			
Ability to act as an appropriate role model for the pupils and other staff			
Ability to partake in admissions and care reviews and contribute to the assessment of a pupil's special educational needs.			
Ability to compile care plans and guidelines, involving the monitoring of pupil's progress. To write comprehensive reports and set, implement and monitor appropriate SMART targets in consultation with parents/carers and other professionals			
Ability to initiate and participate in recreational activities which are appropriate for pupils with special needs, both within a school based programme and the wider community			
Ability to work effectively in a multi-disciplinary setting in conjunction with other professionals			
Ability to build and promote positive relationships with children/young people and with their parents/carers			
Ability to deal with stressful situations in a calm manner			
Ability to be creative, imaginative, innovative, adaptable and hard working			
Willingness to partake in swimming sessions with pupils is essential			

Residential Workers at Linden Lodge work a 40 hour week, for 38 weeks of the year plus 5 INSET training days and 5 other days which can be used at the Principal's discretion, usually for additional training.

Sleeping in duties are required and are payable at a set rate. These are on a rota basis and are usually two per week.

A split shift rota system is worked Monday to Friday which includes some daytime/afternoon duties in addition to the core hours of 7am – 9am and 3.30pm – 10pm. This is subject to change depending on the needs of the department.

A keyworker system is operated and all Residential Workers are expected to attend Annual Reviews for their key children which can sometimes be in their 'off duty' time. This time can be claimed as overtime or time in lieu, in negotiation with the Head or Deputy Head of Care