

Senior Residential Childcare Worker

Person Specification

Education and Training			
Essential Criteria		Desirable Criteria	
Level 3 Residential childcare qualification or willingness to undertake.		Level 5 Management qualification or equivalent – Any staff appointed, if not qualified, will be required to undertake an appropriate qualification	
Exceptional 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			
Literacy and Numeracy qualifications			
Basic computer skills e.g. word processing, powerpoint			
Knowledge of current Health & Safety legislation			
Achievements and Experience			
Essential Criteria		Desirable Criteria	
Experience in a special school or residential setting		Experience of working with visually impaired, multi disabled visually impaired, those with profound multiple learning disabilities, dual sensory impaired and/or challenging behaviour.	
Experience of working in a team setting, and understanding effective teamwork and collaboration.		Experience of participation in admissions and care reviews, and contributions where appropriate to the assessment of a child's special needs. Compilation of care plans involving the monitoring of children's progress and the writing of comprehensive reports and attendance at pupils Annual School Reviews / LAC Reviews.	
Experience of overseeing children & young people's pastoral care including hygiene, toileting and pad changing, clothing and general appearance.		Experience of the storage and administration of medication.	
Experience of promoting the physical, intellectual, emotional and social well-being of children & young people with special needs.		Knowledge and understanding of the Ofsted framework and/or the National Minimum Standards.	
Experience of managing staff and overseeing the work of staff members within the unit.			

Experience of working effectively in a multidisciplinary setting in conjunction with parents / carers, teaching, social services, and health professionals.			
Experience of working within and applying an equal opportunities policy.			
Have a clear understanding of the principles of management and the implications for managing an effective unit.			
Experience of conducting probation, supervision and appraisal with individual members of a staff team and set agreed action plans with targets where appropriate.			
Skills and Abilities			
Essential Criteria		Desirable Criteria	
Good communication skills, both oral and written.		Ability to set, implement and monitor appropriate SMART targets in consultation with pupils (where appropriate) parents /carers and other professionals.	
Good organisation and time management skills		Ability to drive a mini-bus or be eligible to drive a minibus	
Ability to manage and motivate a staff team, responding as appropriate to a range of management issues.			
Ability to lead by example and act as an appropriate role model for the pupils and other staff.			
Ability to write comprehensive reports, paying attention to detail.			
Ability to initiate and participate in recreational activities which are appropriate for children & young people with special needs, both within a school based programme and the wider community.			
Ability to work effectively in a multidisciplinary 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			
A willingness to partake in swimming sessions			