

**Senior Residential Worker Person Specification**

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| **1. Qualifications and Knowledge** |  |  |
| **ESSENTIAL** | **DESIRABLE** |  |
| GCSE pass at or above Grade C in English Language and Mathematics (or equivalent)NVQ Level 3 children/social care | NVQ level 4 children/social care BSL Level 2 or above or a willingness to learn.Behaviour Management Training |  |
| BSL Level 1 |  |  |
| **2. Experience** |
| **ESSENTIAL** | **DESIRABLE** |  |
| Knowledge of the Minimum Care Standards for Residential Special SchoolsKnowledge and understanding of the Every Child Matters agendaExperience of working in a residential setting.Experience of writing and delivering clear and concise reportsKnowledge of child protection and safeguarding vulnerable young peoplePositive attitude to Deaf people, their culture and language | Experience of working with students/ young people with a range of communication needsExperience of working in a Deaf environmentExperience of supporting young people with additional needs including mental health and challenging behaviourExperience of working in a residential setting in a senior residential worker position |  |
| **3. Professional Development** |
| **ESSENTIAL** | **DESIRABLE** |  |
| Evidence of continuing professional development Ability to identify own training needs Ability to reflect and improve own practices.Ability to support others to identify their training needs. | Extended professional development through designated or award bearing courses  |  |
| **4. Skills, Qualities and Abilities** |
| **ESSENTIAL** | **DESIRABLE** |  |
| Empathy with children and young peopleHigh standards of personal conduct, credibility, honesty and integrity that inspires loyalty and trustAbility to build and maintain good working relationships with students and staffAbility to remain positive and enthusiastic when working under pressureAbility to resolve conflictAbility to organise work, prioritise tasks, and manage time effectively Ability to use IT effectively in communication and presentation of workA commitment to equal opportunities and anti discriminatory practicesExperience which illustrates self motivation and use of initiativeRespond to change in a positive wayDevelop, deliver or source interactive sessions to support students educational, social and emotional developmentAbility to support student’s educational, social and emotional development thorough a waking day curriculumFlexible working, including evenings and sleep insEnhanced Disclosure and Barring check | Full Driving Licence Willingness to undertake Wandsworth minibus course. |  |