



Person Specification			
Post title	Residential Support Worker	Grade	G / £32,061 - £33,699

This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Relevant childcare experience in a voluntary or paid capacity.	CV/SS
S2	Working directly with groups of children and young people with complex medical needs, additional support needs and emotional behaviours.	CV/SS
S3	Dealing with difficult situations on a one-to-one basis, or as a team in an appropriate way.	I
S4	Helping children and young people to express themselves and have their voice heard. Ability to evidence the wishes and feelings of everyone we support.	CV/SS
S5	Facilitating, enabling, guiding, and motivating children and young people to learn through interaction and through leisure activities.	CV/SS
S6	Be aware of issues regarding equal opportunities and anti-discriminatory practice and to act accordingly.	I
S7	Knowledge of safeguarding legislation and whistleblowing policy. Commitment to ensure children are protected from harm.	CV/SS
S8	Competency in use of all IT applications.	CV/SS
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Adopt a child-centred approach and can work effectively in a team.	I

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P3	Commitment to continuous professional development.	I
Communication		
C1	The ability to listen, communicate with and understand others, taking account of other people's points of view.	I
C2	Literacy skills of a sufficient quality to produce clear, concise and appropriate written communications for a variety of purposes, e.g., care and action plans, risk assessments, observations, reviews and general reports.	I
Qualifications		
Q1	NVQ 3 or 4 in Residential Childcare or equivalent and or ability to work towards level 4 qualification.	CV/SS, I, C
Q2	Full UK Driving Licence or equivalent mobility. Preferred but not essential	CV/SS, I

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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