**Senior Residential Support Worker**

**Person Specification**

|  |  |  |
| --- | --- | --- |
|  |  | Education and Qualifications |
| Essential |  | Level 3 Diploma in Children & Young People’s Social Care Pathway or equivalent; or a preparedness to work towards the same |
|  | Demonstrate commitment to continuing professional development |
| Desirable |  | Other relevant qualifications |
| Knowledge and Experience | | |
| Essential |  | Experience of working with young people with SLD, ASC, PMLD and complex behavioural needs |
|  |  | Sound knowledge of Child Protection issues and procedures |
| Desirable |  | Knowledge of service requirements and previous experience of working in a residential setting e.g. understanding of the National Minimum Standards for Residential Special Schools |
|  | Experience of supervising others |
|  | Understanding of child development, learning processes and the school curriculum |
|  |  | **Skills and Abilities** |
|  |  | Ability to work flexibly within a 24 hour rota pattern including awake night shifts |
| Essential |  | Ability to work as a team, working closely with colleagues, parents and other stakeholders |
|  | Ability to solve problems and manage incidents out of hours or in the absence of the REPM |
|  | Experience of providing positive behavioural support |
|  | Excellent communication skills – both verbally and written |
|  | Ability to demonstrate reasoning, numeracy, literacy and technology skills to required standard. |
|  | Ability to produce detailed and complex reports |
| Desirable |  | Safe handling and administration of medicines |
|  | Proficient in a range of IT applications, Microsoft 365 etc. |
|  | Use of a variety of child centred communication methods (TEACCH, PECS, Makaton etc.) |
| Personal Attributes | | |
| Essential |  | Good organisation and supervisory skills |
|  | Solution focussed approach |
|  | Good interpersonal skills |
|  |  | Approachable |
|  |  | Honest and reliable |
|  |  | Accountable and responsible |

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