



Attend Aspire Achieve

Person Specification for the post of: Deputy Head of Care

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none">• Professional Qualification at Level 3 'Working with Children and Young People' (or equivalent)• A willingness and desire to pursue further training. Up to date Safeguarding/Recruitment Training	<ul style="list-style-type: none">• RMA, DIP SW, CQSW, CSS, Health & Social Care Diploma/Degree• Management Qualification• Professional Qualification at Level 4 'Working with Children and Young People' (or equivalent)
Experience	<ul style="list-style-type: none">• At least 3 years' experience in a residential/respite child care setting at a senior level.• Experience at carrying out administrative duties such as filing, recording, monitoring staff ratios and report writing.• Knowledge and experience of implementing the National Minimum Care Standard's for Residential Special Schools	<ul style="list-style-type: none">• Experience of carrying out supervision, capability, appraisal and induction• Experience at a senior level in an outstanding Residential School• Experience of Ofsted and CQC inspections
Knowledge and Understanding	<ul style="list-style-type: none">• Knowledge of children's needs and rights, and how they can best be met in a residential setting,• Knowledge and understanding of children with learning difficulties• Knowledge of current child care law, specifically related to children in care.• Experience of working with young people between 3-19 years.• Ability to demonstrate good child care practice in their own direct work.• Thorough knowledge of Care Standards Act and National Minimum Standards	<ul style="list-style-type: none">• Experience of working with SLD/PMLD/ASD young people



Attend Aspire Achieve

Person Specification for the post of: Deputy Head of Care

	<ul style="list-style-type: none">• Thorough Knowledge of safeguarding procedure's and practice within the childcare industry.• Possession of good literacy and numerical skills• Possession of computer literacy skills	
Skills and Abilities	<ul style="list-style-type: none">• Understanding and commitment to professional supervision• Understanding and commitment to work in a holistic therapeutic manner.• Good verbal and written communication skills.• An ability to discriminate effectively between those decisions which can be deferred and those which need immediate attention.• An ability to make decisions.• Willingness to undertake sleep in duties and work potentially anti-social hours.• A commitment and flexibility to work those rotas which meets the needs of the school as a whole.• An ability to compromise and work and react calmly.• An ability to listen and respond effectively to different situations.• An ability to develop positive relationships within the work setting and contribute effectively to achieve consistency and quality.	<ul style="list-style-type: none">• An understanding of management styles.• Experience of a performance management process including disciplinary and grievance procedures.• Knowledge and experience of recruiting, inducting and developing individuals and teams.



Attend Aspire Achieve

Person Specification for the post of: Deputy Head of Care

Personal Qualities	<ul style="list-style-type: none">• Therapeutic approach• Understanding of confidentiality• Due to the pressure of the job, good health / absence record is required.• Loyalty, tact & discretion• Good timekeeping and attendance record• Be able to show initiative• Flexible, team player and good sense of humour• Driving license and ability to drive with young passengers	<ul style="list-style-type: none">• Experience of therapeutic settings• Wide interests outside of education• A proven interest in personal CPD• Be solution focused
---------------------------	--	--