



Person Specification			
Post title	Residential Support Worker	Grade / Salary	G / £29,777 - £31,364 per annum

***** 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 *** *DELETE IF NOT RELEVANT***

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	Ability to embrace KMBC Values	I
S2	Relevant childcare experience in a voluntary or paid capacity	CV
S3	Experience in a care setting, providing personal care in a voluntary or paid capacity	CV
S4	Knowledge and experience of administering medication and its legislative framework	CV
S5	Contributing to children’s plans such as individual Risk Assessments, Behaviour Support Plans and Care Plans. Reviewing and updating these plans on a regular basis.	CV, I
S6	Working directly with groups of children and young people with complex medical needs, additional support needs and emotional behaviours.	CV
S7	Dealing with difficult situations on a one-to-one basis, or as a team in an appropriate way	I
S8	Establishing and maintaining links with children and young people, their families, their carer, colleagues, and other professionals/agencies	CV
S9	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, I
S10	Facilitating, enabling, guiding, and motivating children and young people to learn through interaction and through leisure activities.	CV, I
S11	Be aware of issues regarding equal opportunities and anti-discriminatory practice and to act	I

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	accordingly	
S12	Ability to form appropriate meaningful relationships with service users.	CV, I
S13	Skills in examining own work and development of further abilities through supervision and other training opportunities	I
S14	Commitment to continuous professional development and ensuring all relevant training is up to date.	CV, I
S15	Knowledge of safeguarding legislation and whistleblowing policy. Commitment to ensure children are protected from harm.	CV, I
S16	To understand the social, physical, sexual, intellectual, and emotional needs of children and young people	CV, I
S17	Understanding of child development and trauma informed practice	CV, I
S18	Competency in use of all IT applications.	CV, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Child-centred approach	I
P3	To be able to work effectively in a team	I
Communication		
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people’s points of view.	I
C2	Verbal communication skills appropriate to a variety of settings, e.g., with colleagues at all levels, young people and their families and staff from other departments and agencies	I
C3	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, I

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Knowsley Council

A = Application form **CV** = Curriculum Vitae **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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