Knowsley Council

Person Specification			
Post title	Night Care Assistant – Fullerton Grove	**Grade**	E

* * * 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	Experience of supporting children with disabilities, additional needs and/or complex health needs in a professional, voluntary or care setting.	CV/SS, I
S2	Knowledge and understanding of autism, neurodiversity, sensory processing differences and person-centred approaches that promote participation, communication, wellbeing and positive outcomes for children.	CV/SS, I
S3	Knowledge and understanding of safeguarding responsibilities and promoting the welfare of children.	CV/SS, I
S4	Ability to build positive, professional and trusted relationships with children, families and colleagues.	CV/SS, I
S5	Understanding of child-centred, trauma-informed, relationship-based and therapeutic approaches to supporting children	CV/SS, I
S6	Understanding of and ability to adapt communication approaches to meet individual needs, including supporting non-speaking children and children who communicate using visual supports, objects of reference, PECS, Makaton, communication aids, Now and Next boards and other alternative	CV/SS, I

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	communication methods.	
S7	Ability to work collaboratively as part of a team and contribute positively to service delivery.	CV/SS, I
S8	Ability to maintain accurate, clear and professional records and reports.	CV/SS, I
S9	Ability to support children's emotional wellbeing, development, participation and independence through positive, strengths-based and inclusive practice	CV/SS, I
S10	Understanding of equality, diversity, inclusion, children's rights and the importance of ensuring children's views, wishes and feelings inform practice.	CV/SS, I
S11	Ability to respond calmly, safely and appropriately when supporting children during periods of distress or complex situations, using a trauma-informed approach.	CV/SS, I
S12	Knowledge of health and safety responsibilities relevant to the care and support of children, including risk awareness and safe working practices.	CV/SS, I
S13	Ability to provide personal care and support to children in a way that promotes dignity, privacy, choice, independence, wellbeing and positive outcomes.	CV/SS, I
S14	Ability to follow medication procedures, healthcare plans and clinical guidance safely and accurately, recognising the importance of accountability, attention to detail and children's wellbeing	CV/SS, I
S15	Ability to use basic IT systems and electronic recording systems to support service delivery.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability,	I

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	Communication and Respect	
Communication		
C1	Ability to communicate clearly, respectfully and effectively with children, families, carers and professionals.	CV/SS, I
Qualifications		
Q1	Level 3 Diploma for Residential Childcare (England), relevant Level 3 qualification in Health and Social Care/Children's Care, or willingness to achieve the required qualification within agreed timescales.	CV/SS, C

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.

January 2026

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