



Person Specification

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St. Helens Council

Job Title: Residential Support Worker

Ref No:

Knowledge	E = Essential D = Desirable	Identified by
Awareness of the needs of young people.	E	Application/Interview
Understanding the purpose and function of residential care.	E	Application/Interview /Assessment
Basic knowledge of child behaviour and development.	E	Application/Interview /Assessment
Understanding of Anti Oppressive practice	D	Interview
Understanding of Equal Opportunities	D	Interview
Relevant knowledge of the Children Act.	D	Interview
Skills and Abilities	E = Essential D = Desirable	Identified by
Clear and concise verbal presentation of facts and ideas.	E	Interview
Ability to produce written reports and maintain clear, concise, complete and correct records.	E	Application
Understand the causes of, and be able to manage challenging behaviour and conflict.	E	Interview
Value and respect individuals from diverse backgrounds.	E	Interview
Ability to work on own initiative and as part of a team.	E	Interview
Ability to communicate with and form purposeful relationships with young people.	E	Interview
Experience	E = Essential D = Desirable	Identified by
Must have at least 2 year's experience in a residential setting working directly with young people and be able to identify and manage challenging behaviours.	E	Application / Interview
Qualifications	E = Essential D = Desirable	Identified by
Level 3 Diploma in Children and Young People's Workforce (with social care pathway)	E	Application / certificate



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Other Circumstances	E = Essential D = Desirable	Identified by
Ability to be adaptable within 24-hr rotas, which will include sleeping-in provision.	E	Application
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	Interview
This post is exempt from the Rehabilitation of Offenders Act, therefore Full disclosure of any offences must be provided.	E	Application
Full Driving Licence	E	Application