Person Specification

Job Title	Children's Home Practitioner
Grade	Career Grade Sc5 – SO1
Service/Section	Permanence Service
Directorate	Children's Services

Method of Assessment: AF= Application Form, T = Test, P = Presentation, I = Interview

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Method of Assessment	Essential/ Desirable
Knowledge		
Sc5		
- Knowledge of the Children Act 1989 and the Quality Standards and Regulations for Children's Homes	AF/I	D
Sc6		
- Have obtained a Level 3 Workforce Diploma in childcare or equivalent	AF/I	E
- Knowledge and understanding of child protection issues and the issues facing young people living away from home	AF/I	E
SO1		
- Knowledge and understanding of providing supportive care through frameworks such as: secure base model, social learning theory and restorative approaches	AF/I	D
Skills and Abilities		
- Ability to develop positive, supportive relationships with young people and their families, carers and other professionals, with an emphasis on good communication, mediation and team working, including the ability to maintain records and compile reports	AF/I	E
- Skills in creating a homely and appropriate environment for young people from a range of social, ethnic and cultural backgrounds through sustaining anti-discriminatory practice, in line with the Council's Equal Opportunities policy, and ability to provide good primary care that meets their needs	AF/I	E

- Ability to deal with the inherent stresses and challenges involved in working with young people who have experienced a range of difficult situations	AF/I	D
- Ability to work shifts and sleep-in as required	AF/I	E
Experience		
- Experience of working in a multi-cultural environment in the provision of non-discriminatory services	AF/I	E
- Have a First Aid qualification or be willing to train for one	AF/I	D
Sc5/6 - Significant relevant experience of direct work with children and young people and therefore knowledge of child and adolescent development	AF/I	D
SO1 - Significant relevant experience of direct work with children and young people and therefore substantial knowledge of child and adolescent development	AF/I	E
Equal Opportunities		
Understanding of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post.	AF/I	E
Understanding of and commitment to achieving the Council's staff values and ability to put into practice in the context of this post.	AF/I	E