

Person Specification - Houseparent

	Essential	Desirable
Knowledge, Skills, Abilities and Attributes	<ul style="list-style-type: none"> • NVQ Level 3 or equivalent qualification in working with young people or health and social care, or willingness to work towards this • Current and relevant experience of working with vulnerable and challenging children & young people • Experience of working with children and young people with special educational needs; an understanding of the challenges and a desire to help young people overcome these challenges on a day to day basis • Experience of working with young people in a residential or boarding setting • First Aid qualification, or willingness to complete this • BSA Boarding Certificate, or willingness to complete this • Minibus driver qualification, or willingness to complete this • Trained in administering medication, or willingness to complete this • An ability to demonstrate a positive, calm approach and display empathy when under pressure • An ability to work within set timescales and under pressure • Knowledge of Child Protection and Safeguarding practice and legal duties • Experience of working towards Quality Standards • Excellent written, communication and organisational skills • A flexible and resilient approach to deal with the reactive nature of pastoral work on an on-going basis • Ability to work effectively with and relate to and earn the trust of young people, families and carers • Ability to work effectively with, relate to and earn the trust of teaching staff, senior management and external agencies • Ability to engender a positive culture and ethos and to ensure a vibrant, caring and mutually supportive community for both students and staff 	<ul style="list-style-type: none"> • Experience of working within an educational environment • Experience of working with / training about young people on the Autistic spectrum • Experience of Ofsted / statutory inspections • A working knowledge of Microsoft Office (specifically Outlook, Excel and Word) • Early Help knowledge, or willingness to undertake training • Protective Behaviours experience, or willingness to undertake training • A Solution-Focused Approach, or willingness to undertake training • Knowledge of Restorative Justice approaches, or willingness to undertake training • Experience and knowledge of undertaking risk assessments • Awareness of the National Minimum Standards for Residential Special Schools • Experience of setting up and leading youth activities, excursions or events • Knowledge of Keeping Children Safe in Education (Sept 2018)) and Working Together to Safeguard Children (2018)

	Essential	Desirable
Knowledge, Skills, Abilities and Attributes Continued	<ul style="list-style-type: none"> • Open, honest and active listening skills driven by an interest to hear young peoples' voices and stories, and promote Participation and Collaboration • Commitment to Continuous Professional Development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills • Ability to work individually and as part of a team 	

Northeast Manor School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All staff will be expected to obtain an Enhanced DBS Disclosure and Barred Check and provide references before being appointed, and will undertake regular Line Management and Appraisals with a senior member of the team. All staff are employed subject to a successful probationary period