

Dallam School

House Parent in Boarding

Person Specification

While the list below is exacting, it is understood that different qualities will be exhibited to different degrees.

The criteria below will be assessed using a combination of the letter of application, interview process and references. Candidates will be expected to completed a number of technical tasks at interview in order to assess their competence

Criteria	Essential	Desirable
Qualifications & Experience		
Qualification at level 3 or equivalent		√
Experience of working with young people		√
Specific qualifications for working in a residential, caring, youth work or secondary school setting		√
Experience of working in a residential setting		√
Current First aid qualification (or willingness to gain certificate on taking up appointment)	√	
A full, clean, driving licence	√	
Ability and willingness to drive a minibus	√	
Skills and Knowledge		
Ability to achieve a caring atmosphere in all aspects of the role	√	
Able to communicate effectively and clearly with a range of staff, children, young people, their families and carers.	√	
Ability to use ICT in particular Microsoft office applications		√
Good interpersonal, listening, organisational and communication skills	√	
Skills related to leisure interests		√
The ability and confidence to apply the school's Consistent Behaviour Policy in an appropriate way	√	
Personal Qualities		
Adaptability and flexibility to meet changing work priorities	√	
A commitment to provision of good quality care to students in the boarding house	√	
Personal authority and confidence in working with young people in a non-confrontational way	√	
Self motivated and enthusiastic	√	
A cheerful disposition and sense of humour	√	
An empathy towards young people	√	
Ability to work under pressure, to prioritise workload and maintain a sound working environment	√	
Able to establish good working relationships with colleagues	√	
An empathy with the school's aims and objectives	√	

Other Requirements		
To be committed to the school's policies and ethos	✓	
To be committed to Continuing Professional Development	✓	
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 behaviour and attitudes to authority and maintaining discipline.	✓	
To assist in ensuring that Dallam School's equalities policies are considered within the school's working practices	✓	
Confidentiality	✓	
Safeguarding		
All the requirements of Dallam's safer recruitment procedures	✓	