Residential Support Worker (RSW) Person Specification

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|  | Essential | Desirable |
| Qualifications | Must have a minimum of GCSE grade C (or equivalent) in both Maths and English  Must have knowledge, understanding and experience of Autism Spectrum Conditions  Must have the ability to undertake relevant minimum Level 3 qualification as per NMS | Clean Driving Licence  Autism Qualification or Experience |
| Experience | Minimum of 1 year experience of working with children and young people with Autism Spectrum Conditions in an educational / residential / social work / youth work or other similar setting. | Experience of working in an Independent Specialist setting. |
| Personal qualities | Ability to engage with children and young people with Autism Spectrum Conditions (ASC)  Ability to adhere to relevant procedures and guidelines and put them into practice.  Must have the ability to interpret National Minimum Standards (NMS) and Regulations and other relevant procedures and guidelines and put them into practise.  Ability to produce concise reports and other clear written records.  Ability to work as a part of a team.  Ability to put childcare theory into practise.  Ability to support other staff or children and young people at times of difficulty or in demanding situations.  Ability to respond appropriately to challenging behaviour.  Ability to de-escalate behaviours for positive outcomes.  Ability to define, recognise and maintain professional boundaries.  Patience and humour.  Willingness to undertake continuing professional development.  A commitment to Safeguarding children.  A passion for the role of supporting children and young people to achieve their potential. | An interest/hobby that might be shared with learners  Experience of supporting the development of social skills with learners with ASC  Strategic Planning  Strategic Behaviour Management  Motivational Skills  Coaching Skills  Engagement in own continuous professional development |