



Job Title:	Houseparent
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Thorpe Underwood Estate is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

	Essential These are qualities without which the applicant could not be appointed	Desirable These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	Method of Assessment
Qualifications	<p><i>The professional, technical or academic qualifications that the applicant must have to undertake the role or the training that they must have received</i></p> <ul style="list-style-type: none"> Nursing Qualification 	<p><i>The professional, technical or academic qualifications that the applicant would ideally have to undertake the role or the training that they should ideally have received</i></p> <ul style="list-style-type: none"> Honours Degree BSA Qualification First Aid Qualification 	Contents of Application Form Production of Certificates at Interview
Experience	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to predict success in the role.</i></p> <ul style="list-style-type: none"> Minimum of 12 months post qualification experience 	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to contribute to success in the role.</i></p> <ul style="list-style-type: none"> Nursing experience within A&E or minor injury Minor Illness Experience working as a practice nurse Experience of working in an educational setting Experience of working with children or young 	Contents of Application Form Interview References



		people with mental health issues	
Skills	<p><i>The skills required to perform effectively in the role.</i></p> <ul style="list-style-type: none"> • Able to carry out instructions safely and carefully • Excellent organisational skills • Able to communicate in a professional manner and effectively with other staff, pupils • Able to work with initiative and without direct supervision when required • Proactive in own professional development and in supporting others in meeting individual needs • Ability to observe, support and extend children's learning 	<p><i>The skills that would enable the applicant to perform effectively in the role.</i></p>	<p>Contents of Application Form</p> <p>Interview</p> <p>References</p> <p>Admin Task</p>
Knowledge	<p><i>The knowledge required by the applicant to perform effectively in the role.</i></p>	<p><i>The knowledge that would enable the applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> • Knowledge of Child Protection/ Safeguarding 	<p>Contents of Application Form</p> <p>Interview</p> <p>References</p>
Personal competencies and qualities	<p><i>The personal qualities that the applicant requires to perform effectively in the role and to ensure that the applicant safeguards and promotes the welfare of children and young</i></p>	<p><i>The personal qualities that would assist the applicant to perform effectively in the role.</i></p>	<p>Contents of Application Form</p> <p>Interview</p> <p>References</p>



	<p><i>people</i></p> <ul style="list-style-type: none">• Flexibility to work to rota• Motivation to work with children and young people.• Ability to form and maintain appropriate relationships and personal boundaries with children and young people• Close attention to detail• Ability to multi task• Honest• Hardworking• Trustworthy• Flexible• Friendly• Co-operative attitude• Sympathetic	<ul style="list-style-type: none">• A sense of humour	
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