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|  | **DESCRIPTION** | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE** |
| Qualifications | QCF / NVQ (or equivalent) in Health and Social Care | X |  | Application form  (proof of qualifications to be provided) |
| GCSE Grade A\* - C (or equivalent) in English and Mathematics | X |  |
| Additional training in autistic spectrum disorders |  | X |
| Experience | Previous experience of a care role involving children or young people |  | X | Application Form  Supporting statement  Interview |
| Understanding of residential care of children/young people |  | X |
| KNOWLEDGE | Knowledge and respect for confidentiality | X |  | Application Form  Interview |
| Working knowledge of Health & Safety | X |  |
| Knowledge of a commitment to the company’s equal opportunities policy |  | X |
| Knowledge and understanding of the needs of people with ASD and their potential |  | X |
| Knowledge of key working systems |  | X |
| Understanding of person-centred approach and the importance of routine, boundaries and consistency | X |  |
| Knowledge and understanding of ASD intervention (TEACHH, PECS) – training provided. | X |  |
| Knowledge and understanding of CQC/Ofsted |  | X |
| Working knowledge of care legislation |  | X |
| SKILLS | Producing and monitoring care plans |  | X | Application Form  Interview |
| Good written and verbal communication skills | X |  |
| Ability to exhibit sensitivity and assertiveness | X |  |
| Ability to maintain written records and write reports |  | X |
| Ability to organise tasks independently and efficiently | X |  |
| The ability to self- motivate | X |  |
| Computer literate |  | X |
| Ability to motivate and engage young people in group activities | X |  |

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| Personal Qualities and attributes | Passion for working with young people with ASD | X |  | Application Form  Interview  References |
| Commitment to safeguarding and promoting the welfare of children & vulnerable adults | X |  |
| Commitment to supporting extra-curricular activities as per individual timetables, especially swimming and activities appropriate to the age range | X |  |
| Positive and resilient individual with drive, integrity, a cheerful disposition and a sense of humour | X |  |
| Commitment to personal and professional development | X |  |
| Confidentiality | X |  |
| An excellent team player | X |  |
| Passion for raising standards across the service | X |  |
| Ability to work under pressure and meet deadlines | X |  |
| Commitment to equality, diversity and inclusion | X |  |
| Reliability | X |  |
| To have a flexible approach to working hours to ensure the needs of the establishment, its young people and staff are properly met | X |  |
| Sensitivity, diplomacy and tact | X |  |
| Ability to undertake shift work, including weekends and bank holidays | X |  |
| Ability to undertake sleeping in duties as required | X |  |
| Full driving licence |  | X |
| Commitment to actively promoting the policies and procedures of the school | X |  |

**Wargrave House Limited operates a safe recruitment process. Appointment to the post will be subject to suitable references and an enhanced Disclosure Barring Service check. Wargrave House Limited is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**