

## Community Support Worker – E-Recruitment Shortlisting Criteria

### Shortlisting Criteria

0 = Not demonstrated

1 = Partially demonstrated

2 = Fully demonstrated

### **Criteria Description** **No**

#### Essential Criteria

- 1 (EQT) Diploma / NVQ 2 or equivalent in Childcare related subject or willing to work towards
- 2 (E&K) Demonstrate experience of working with children and young people or with adults with a disability
- 3 (E&K) Proven understanding of the principles and limits of confidentiality and the ability to give evidence of awareness of the impact of oppression and discrimination.
- 4 (E&K) Demonstrate understanding of the significance of safeguarding and able to interpret this for all individual children and young people whatever their life circumstances
- 5 (A&S) Proven ability to work within professional boundaries, work effectively with other professionals and to seek and use professional support appropriately. Experience of sharing information appropriately
- 6 (A&S) Ability to show respect for other's feelings, views and circumstances, examples of good listening and communication skills and ability to communicate and build rapport with cyp & families
- 7 (A&S) Experience of working independently, to organise and effectively plan workload and activities.

#### Desirable Criteria

- 8 (E&K) Working knowledge of theory & good practice in recording and reporting, confident understanding & knowledge of the importance of adherence to service principles, policies and procedures
- 9 (EQT) Diploma / NVQ 3 Childcare related subject or equivalent. 5 GCSE's at Grade C or above.
- 10 (A&S) Show a realistic appreciation of the challenges of working with disabled children and young people
- 11 (A&S) Proven experience of mentoring skills - able to pass experience and knowledge onto less experienced members of staff
- 12 (A&S) Demonstrate your commitment to personal development. Regular attendance of supervision and training courses to ensure current and relevant knowledge
- 13 (A&S) Proven ability to use own initiative whilst working within the limits of the role