

Independent Visitor Person Specification

Qualifications	Evidenced by
Must be over 18 years of age	
Must not be an elected member of the council	Application form
Must not work for Children's Services within the Local Authority	Application form
Must not be a partner of either of the above	Application form
Knowledge and Experience	Evidenced by
Some knowledge or understanding of young people in our society	Application form Initial interview Training
To be willing to gain knowledge and experience of the care system and needs of young people in the care system	Interview Training
A willingness to undergo training for the work	Interview Training
A willingness to accept and abide by the rules and boundaries of the role	Warner Interview Training References
An understanding of the importance of long term relationships to children and to be prepared to make an open-ended commitment	Interview Training
Skills and Abilities	Evidenced by
An ability to communicate effectively with children or young people	Application form Training Panel Interview
To be able to question and challenge decisions made about a young person when their wishes or best interests are not being met	Panel Interview Training
To maintain an attitude of tolerance and acceptance to young people whose values and behaviour may be different to your own	Initial Interview Training Panel Interview

To give support to others and receive support as appropriate	Training References
Personal Qualities	Evidenced by
A commitment to children's rights and welfare	Training Initial Interview Panel Interview
A warm and friendly approach	Training Initial Interview Panel Interview
Patience	Training Reference
A good listener	Training
Sensitivity to the needs and wishes of the child or young person	Initial Interview Training Panel Interview
Reliability and punctuality	Training References
Non judgemental approach / open minded	Initial Interview Training References Panel Interview
Sense of humour	Training Panel interview
A sense of "fun"	Training Panel Interview
Willingness to be flexible in meeting the needs of the child or young person	Application form Interview Training
A common sense, balanced view of life	Training