

JOB DESCRIPTION: Residential Child Care Worker

Main Purpose of Job

To actively safeguard and support children and young people, promoting their rights as individuals and ensuring quality care in accordance with individual care plans and the policies and procedures of the organisation.

To ensure provision of a safe and homely environment both individually and as part of a team to help children and young people achieve a sense of belonging and where they are able to reach their individual potential by strengthening areas of weakness and developing areas of strength. This will entail the ability to work within The Children's Home Regulations (2018) and the Ofsted Inspection framework under the direction of the Home Manager and Senior Management Team.

The role may include undertaking delegated responsibilities for designated tasks. The ability to maintain confidentiality of information is also important, whilst an ability to identify when and where to share information to support the child's best interests is also key in accordance with The Children's Act 2004.

Accountable to

The Home Manager and Senior Management Team, also Senior staff or shift leads as designated by the Home Manager.

Main Duties and Responsibilities

This is a diverse position, you will be a corporate parent and a positive role model, helping fulfil the needs of the child or young person in your care to improve their lives. To promote the Physical, Emotional, Social and Mental Health needs of children and young people within our home/s

Supporting children and young people through 48-hour shifts, you will receive a hand over from the previous team this will allow you to establish any areas of success or concern for the day.

You will support our children and young people to attend education, complete age appropriate self-care tasks, undertake activities, some of which will include outdoor pursuits and provide support and guidance throughout the day. You will provide corporate parental advice and complete appropriate reporting.

On a daily basis, you will complete relevant paperwork, undertake household chores and chaperone the children/young people on appointments and other activities. There will be occasions where you may have to administer medication, medication training will be provided.

We ensure our staff are fully trained to meet individual needs; therefore, you will receive an induction, followed by shadow shift and regular supervisions. Also, because you will be faced with challenging behaviour, you will be fully trained in conflict management and PI.

The role will involve 1-1 or 2-1 working and ensuring the safety and progress of the individual in your care.

You will:

- Encourage development of individual interests and aptitudes

- Promote, safeguard and protect the welfare of each child or young person
- Establish and maintain positive and trusting relationships with children and young people that will promote their sense of security
- Provide firm, consistent and fair boundaries in respect of their behaviour and employ appropriate and agreed incentives.
- Ensure that appropriate medical help is provided in cases of illness or accident
- Promote the development of a healthy lifestyle
- Assist children and Young People in the development and sustaining of positive social networks with adults and other peer groups
- Organise and participate in activities and holidays, ensuring risk assessments have been agreed
- Provide healthy meals in the home and support development of independence skills
- Assist and support children or Young People through the process of any transition
- Encourage and support children and Young People to develop their full educational and vocational attainment

Person specification

Category	Essential	Desirable	Identification
Experience	A vocation to support children and young people who have suffered trauma.	Extensive experience working with children who display challenging behaviour	Application
	An appreciation of the needs of children and young people with SEND and SEMHD	Experience of supporting children with SEMHD	
Qualifications and training	GCSE Maths and English. Willingness to work towards level 3 NVQ	Level 3 qualified	Application/interview
		SEND qualification	Application
		Trauma and attachment training	Application
		PREVENT training	Application
		FGM training	Application
		Medication training	Application
		Safeguarding children training	Application
		CSE training	Application
		Substance misuse training	Application
		Professional boundaries training	Application
		Fire marshal or warden	Application
	First aid certification or willingness to complete	Outdoor first aid	Application

		PI training	Application
Skills and knowledge		Theoretical and practical understanding of SEMHD	Interview
	Commitment to improving outcomes for children in care		Interview
		Strong written and verbal communication skills	Application and interview
	Ability to work on own initiative		Interview
Personal attributes	Motivated		Interview
	Resilient		Interview
	Caring/supportive		Interview
	Reflective		Interview
	Trustworthy		Interview
	Non-judgmental		Interview
	Ability to work in a team		Interview
	Reliable		Interview
Miscellaneous	Clear enhanced DBS or ability to achieve this		DBS
	Full driving license	Business insurance	Interview