

## Job Description

### Childrens Homes Residential Worker

POSCODE:

Grade:Scale **Scale 5 (£21,589 - £23, 836) Scale 6 (£24, 313-£26, 317)**

#### Overall purpose of the job

To be part of a team supporting children and young people who may have additional needs to achieve positive outcomes that are important to them in line with the service purpose. These include developing independence, learning new skills, getting on with other people, having fun and doing activities they enjoy.

To work with and support their parents, carers and wider family so they are confident in the support and care we provide for their child and have the break they need.

The job involves assessing, planning, reviewing and providing a 24/7 support service in a residential setting but may also involve supporting children and young people in other places.

To work in line with regulatory requirements and organisational policy and procedure and contributing to the achievement of an outstanding, good or equivalent rating in external inspection.

#### Main accountabilities

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1.	<p>To lead or be part of a team on shift and maintain personalised high quality care and support that is outcome focused for individual children and young people.</p> <p>To have accountability for service delivery, assessing and managing risks, deploying staff and resources accordingly while on the shift and to work according to agreed organisational procedures to ensure the safe care and support of children and young people in our care.</p>
2.	<p>Supervise, guide or direct staff and volunteers where required and provide mentoring to newly appointed staff</p>
3.	<p>Support children and young people in their personal care, administration of medication and clinical procedures in line with Cambridgeshire County Councils policies and procedures and regulatory requirements.</p> <p>Support children and young people to develop independence in these areas</p>

	appropriate to their age and needs.
4.	<p>Build and maintain professional positive working relationships by providing emotional and social support to children and young people who can display challenging emotional and social difficulties.</p> <p>Use positive behaviour support strategies and the least restrictive support options at all times.</p> <p>Use a variety of communication methods that suit individual children and young people.</p>
5.	Work in the community and other settings such as adult support settings, schools and family homes as needed to support the child / young person and their family.
6.	Ensure that the views and needs of children and young people are sought, heard and responded to in a way that suits them. Promoting communication and participation with the child and young person's views directly influencing their care plan.
7.	Ensure that the views and needs of parents and carers are sought, heard and responded to in a way that suits them.
8.	<p>Consistently apply Cambridgeshire County Council's policy and procedures, professional practice standards and in line with registration requirements.</p> <p>Be familiar with and comply with health, environmental and safety policies and procedures. In the event of any serious risk, take immediate action to reduce this risk and inform senior management.</p>
9.	Ensure all records, paper and electronic, are maintained and stored according to Cambridgeshire County Council's policy and procedure.
10.	Undertake support planning, assessment of children and young people, co-ordinate family and multi agency information, analyse and produce reports as needed; attend and participate in professional meetings and reviews.
11.	Seek management support, specialist advice or involvement of other services/professional as needed to meet the needs of the child or young person.
12.	Develop effective working relationships with team members, partner and other external agencies and Cambridgeshire County Council colleagues.
13.	To work shifts on a 24/7 basis
14.	To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
15.	To carry out any other reasonable tasks required to support service delivery.

**Safeguarding commitment** We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

## Person Specification

### Qualifications, knowledge, skills and experience

Qualifications Required	Subject	Essential/ Desirable
level 3 Diploma	Residential Childcare or equivalent  <b>Or</b> Above to be achieved within 2 years of taking up the post	<b>Desirable</b>  <b>Essential</b>
	Maintaining any required registration in line with the required bodies and ensure Cambridgeshire County Council are notified of any circumstances which could affect your registration status	<b>Essential</b>

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential / Desirable
<b>Knowledge</b>	Willingness to continue to develop through on the job training, attendance at external or online courses and other development activities	Essential
	Knowledge of current best practice and issues relating to children and young people with Special Educational Needs and Disabilities and their families and carers.	Desirable
<b>Skills</b>	Ability to utilise a range of techniques to communicate with children, young people and their families.	Essential
	Demonstrable emotional resilience to respond to the challenging nature of the role.	Essential
	Administrative skills	Essential
	Proven ability to organise, plan and deliver on agreed work targets and	Essential

	expectations.	
	Ability to lead and support other workers.	Essential
<b>Experience</b>	Working in a care setting and developing positive relationships through trust.	Essential
	Experience of children with a range of additional needs	Desirable
	Writing clear and concise notes and providing updates to colleagues and senior colleagues.	Essential
	Demonstrating a solution focused approach both individually and in a team setting.	Essential
	Experience of leading others and taking responsibility for own work and that of others.	Essential
<b>Other Attributes</b>	Ability to work on a 24/7 rota basis	Essential
	Ability to work from a variety of locations and willingness to travel countywide	Essential
<b>Equal opportunities</b>	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	Essential
<b>Safeguarding</b> <i>(include for roles working with children/vulnerable adults)</i>	Demonstrate an understanding of the safe working practices that apply to this role.	Essential
	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

### Disclosure level

What disclosure level is required for this post?		
		Enhanced with barred list checks

### Work type

What work type does this role fit into?	Fixed	Flexible	Field	Home
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