



## **Job Description**

**Job Title:** Residential Support Worker - Registered Children's Home

**Hours:** Variable

**Reports to:** Registered Children's Home Manager / Deputy Manager

### **Main Purpose:**

To work proactively as a member of the team providing high quality direct day to day care and support to children and young people, operating positively and creatively within the daily routine and agreed structures of the Home and acting as a Key Worker.

### **Main Duties and Responsibilities**

1. As a member of the team, promote and participate actively in proper and appropriate nurturing of all children and young people at Raise House, with particular attention to the provision of primary care in matters of food, health, clothing and shelter.
2. Work with team members to create and maintain a culture which provides for each child and young person a developing feeling of warmth, personal identity, responsibility and security.
3. Promote an environment wherein the safety of all children and young people is paramount, be alert to any signs of distress or abuse and make appropriate interventions to ensure children and young people are safeguarded and monitored at all times.
4. Take responsibility as Key Worker for individual children/young people, designing, implementing and monitoring of their care plans and contribute to and work within the care plans for all children and young people within the Home.
5. Encourage young people to participate in appropriate decision making and choices, both individually and as a group, assisting them to achieve a realistic standard of independence.
6. Ensure that the differing cultural, racial, religious and gender needs of children and young people are respected and met. Work constructively to promote the positive value of diversity and challenge sensitively attitudes and practice that are inappropriate or unacceptable within the ethos of the Home and the organisation's equal opportunities policy.



7. Assist and support each child and young person with the development of their education both in the Home and through educational visits and mainstream.
8. Engage actively in collaboration with others the development of effective practice for the care and containment of young people with challenging behaviour and complex needs, set boundaries in line with the care and control procedures sanctioned by Raise House and implement diversionary and de-escalating strategies wherever possible, and physical restraint where necessary.
9. Balance and distinguish the needs of individuals and the needs of the group and resolve fairly the conflicts arising from this tension.
10. Record and disseminate essential information in line with the home's communication and recording strategy, including sharing information with colleagues during handovers; prepare accurate reports.
11. Establish and maintain appropriate family links and/or other social links, where these are in the best interests of children and young people, consistent with the care plan.
12. Promote and facilitate positive joint working relationships with other professionals who have contact with and are involved in the support of young people placed at Raise House.
13. Advocate on behalf of children and young people to ensure that where the responsibility for meeting the needs of a child or young person lies with another agency, these needs are met.
14. Understand, follow and promote the home's policies, including those on sanctions, confidentiality, client access, complaints etc.
15. Positively implement Raise House health and safety policies and procedures, assisting with requirements including fire safety checks, emergency lighting, gas and electricity checks and implement all risk assessments and COSHH requirements.
16. Act in accordance with the statutory requirements of Ofsted, other relevant legislations and Raise House policies and procedures at all times.
17. Continuously develop own knowledge and practice through participation in regular training and actively pursuing relevant qualifications. Engage fully in supervision and appraisals with the designated manager.
18. Operate flexibly within a staff rota to ensure adequate coverage at all times, including waking nights as part of rota hours.



19. Represent Raise House positively and professionally at all times, acting as a role model for residents and other team members.

20. Undertake any other duties appropriate to the post as may from time to time be required by the Registered Home Manager or Deputy Manager.

This job description is provided to assist the post holder to understand what his/her duties are and may be amended from time to time to meet the needs of the service.



## Person Specification

<b>Qualifications and Knowledge</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
Good standard of general education, including maths and English (at grade A – C or equivalent)	<b>x</b>	
QCF Level 3 Diploma in Children's Residential Care or other relevant qualification at level 3	<b>x</b>	
Knowledge of Ofsted requirements, the legislative framework which governs residential childcare and current trends		<b>x</b>
Thorough knowledge and understanding of health and safety, equalities and data protection legislation	<b>x</b>	
A sound understanding of safeguarding in practice	<b>x</b>	
<b>Experience</b>		
Demonstrable experience of working with individual young people and groups of young people	<b>x</b>	
Previous experience of residential work	<b>x</b>	
Experience of developing, implementing and reviewing Care Plans for young people		<b>x</b>
Experience of safeguarding and protecting children from abuse and participating in the evaluation of the risk of abuse to self or others	<b>x</b>	
Successful experience of working effectively as part of a team	<b>x</b>	
Previous successful experience of collaborative working in partnership with other agencies		<b>x</b>
<b>Competencies</b>		
An understanding of child development and the needs of children, including those with a disability	<b>x</b>	
The skills to build constructive, trusting, respectful and professional relationships with young people and families along with the ability to manage personal/professional boundaries	<b>x</b>	
A reflective approach with an understanding of how one's own and other people's behaviour and attitudes may impact on self and others.	<b>x</b>	
Excellent verbal and written communication skills	<b>x</b>	
A proactive approach, with good organisational and problem solving skills to manage workloads, prioritise and meet deadlines whilst maintaining quality	<b>x</b>	



A commitment to operating at the highest professional standards	<b>x</b>	
Proficiency in utilising IT	<b>x</b>	
Personal resilience with the ability to manage stress effectively	<b>x</b>	
Flexibility to work effectively as part of a team and meet the demands and needs of the Home	<b>x</b>	
A genuine commitment to equality, the ability to relate effectively to those from different ethnic and cultural backgrounds and a willingness to challenge discriminatory practice.	<b>x</b>	
Full, clean driving licence		<b>x</b>