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| **Post** | Residential Care Worker  |
| **Salary** | £31,078.32 |
| **Home** | 2:1 Staffing  |
| **Responsible to:** |  (Where appropriate) Deputy Manager, Registered Manager and Responsible Individual  |
| **Job purpose**  | **“Make a Difference to Young People”**  To provide advice, assistance and support to children and young people. To attend to their practical and emotional needs. To act as an appropriate role model and to work closely with them to enable them to address their difficulties and achieve their optimum potential.   |
| **Equal Opportunities**  | All young people are equally entitled to have their needs met in a fair and balanced way. Residential Care workers are responsible for promoting equal opportunities for all and for challenging any behaviour or practice which discriminates against any young person or colleague on the grounds of race, religion, disability, age, gender, sexual orientation or any other perceived difference. |
| **Specific Duties and Responsibilities**  | * To maintain a high quality of care and support which meets the physical, emotional, intellectual, social and cultural needs of children and young people within the care of Inspirations. Working from the guidelines from the 1989 Children’s Act, National Minimum Standards, Every Child Matters and any other relevant legislation.
* To provide a caring, supportive and nurturing environment in which children/young people can feel secure and free from harm.
* Establishing positive relationships with young people and always offering them unconditional and positive regard.
* Helping young people gain self-control by challenging unacceptable behaviour and rewarding acceptable, pro-social conduct.
* Work as part of a team to ensure that each young person’s care plan is followed and amended as appropriate to reflect their changing needs.
* Attending to practical matters in relation to childcare (cooking, cleaning, general maintenance around the home etc).

 * To provide a positive role model to be able to offer advice, guidance and assistance where appropriate.
* Establishing relationships which young people perceive to be positive, warm and rewarding.
* Providing advice, assistance and support on a 1:1 basis to enable young people to address past and present difficulties.
* Providing emotional support at times of difficulty or stress
* Being ambitious for young people, helping them achieve their goals and optimise their potential.
* Providing support for young people in their education and extracurricular activities, this may include supporting them in the classroom if necessary.
* Keeping accurate records and providing written reports on young people for planning meetings, reviews or any other meetings as directed by the line manager.
* Empowering young people and facilitating their active involvement in the decision making about their lives and future
* Acting as an advocate at meetings where the young person is the subject of discussion.
* Encouraging the young person to develop links with the community, attend off-site activities and expand their personal social network
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| **Working as Part of a Team** | * Being aware of the aims and objectives of the home and working collaboratively with colleagues to achieve them.
* Attending team/ staff meetings and making a positive contribution to them.
* Actively contributing to the development of the team.
* Being willing to give and receive feedback on performance with colleagues and managers.
* Being aware of childcare plans for all young people and providing support for colleagues by maintaining consistency in the execution of those plans.
* Providing informal practical and emotional support to colleagues experiencing difficulties.
* Attending and contributing to regular supervision sessions.
* Monitoring the conduct of colleagues and referring on any causes for concern (Whistleblowing).
* Being familiar with all policies and procedures and adhering to them.
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| **General Responsibilities** | * Attending young people’s meetings and contributing to them.
* Driving company vehicles (current driving licence holders subject to procedures).
* Receiving training appropriate to the role and maintaining an up-to-date training profile.
* Co- responsibility for the accurate maintenance of financial records appropriate to the duties of the post
* Co- responsibility for the health, safety and welfare of self and colleagues in accordance with the requirements of the organisational Health and Safety Policies
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| **Knowledge / Education / Skills** | Ideally, you will have some experience of caring for young people with emotional difficulties or challenging behaviours, however, what we are essentially looking for is someone with a genuine desire to develop and progress a career in this sector with us. We have helped develop people with no experience to achieve some unbelievable outcomes for children through the strong relationships they have formed.* Level 3 Children and Young People workforce or equivalent or willingness to work towards Level 3 /4 **(Essential)**
* Experience of working with challenging children in a residential setting **(Desirable)**
* Excellent communication skills and the ability to work well as part of a dedicated team. **(Essential)**
* Flexibility to work on a rolling rota basis over 365 days per year (this includes bank holidays and weekends). **(Essential)**
* Willingness to undertake a DBS check. **(Essential)**
* A respectful, courteous, and compassionate nature. **(Essential)**
* Open and honest approach with a growth mindset. **(Essential)**
* Basic IT skills and familiar with MS Office. **(Desirable)**
* Willingness and ability to complete sleep-in shifts. **(Essential)**
* Driving licence and access to a vehicle for work **(Desirable)**
* Over the age of 21 *(This is a Genuine Occupational Requirement in line with the Equality Act 2010)* **(Essential)**
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| **Working environment** | ***The educational and social challenges experienced by children may, at times, give rise to unusual or anti-social behaviour which can be very emotionally and physically demanding.*** |