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| **Post** | Senior Care Worker |
| **Salary** | £34,936.71 |
| **Home** | Solo bed on 1:1 or 2:1 Staffing or a two-bed home with 2-1 staffing |
| **Responsible to:** | The Registered Manager & The Deputy Manager, Responsible Individual & Director |
| **Job purpose** | **“Make a Difference to Young People”**  To undertake a lead role in ensuring the care and welfare of each child in placement. To give guidance and support to all Residential Workers.  To raise any concerns with the Registered Manager as appropriate |
| **Equal Opportunities** | All young people are equally entitled to have their needs met in a fair and balanced way. Senior staff 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 plan, manage and lead shifts ensuring children are kept safe and engaged throughout the day. * To take a lead role in covering shifts in emergencies, this includes staying on shift if a member of staff who is due on, calls in sick. It is the Senior’s responsibility to find cover. * To ensure the Care Plan for each child is followed and adhered to at all times. * To ensure education is promoted and supported and that each child’s attendance in education is maintained. * To ensure that all staff act in a professional manner. * Supporting Positive Behaviour: Helping young people develop self-control by consistently challenging and managing behaviours that are unsafe or unacceptable, while positively reinforcing pro- social and constructive conduct. Staff are expected to use PACE (Playfulness, Acceptance, Curiosity, and Empathy) and Team Teach strategies, including physical interventions when necessary and appropriate, in line with training and policy. * Safeguarding Responsibilities: Ensuring the safety and wellbeing of young people by adhering to individual risk assessments, missing-from-care protocols, company safeguarding policies, and local safeguarding procedures. Staff must remain vigilant and proactive in identifying and reporting any safeguarding concerns promptly and appropriately. * To ensure all policies and procedures, as well as risk assessments, are adhered to at all times. * To ensure that any incident / accident forms or restraint forms as applicable are recorded on the young person’s file and that such information is passed to the Registered Manager within the agreed timescale. * To report immediately to the Registered Manager any issues regarding Child Protection matters. * To ensure that all staff maintain confidentiality at all times. * To raise any serious issues or concerns directly with the Registered Manager. |
| **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. |
| **General Responsibilities** | * To share the responsibility for creating a pleasant working environment. * To be flexible in hours of work in order to meet tasks required. * To be aware of Health and Safety regulations particularly as related to the upkeep of the building and its surroundings. * To safeguard and promote the welfare of children and be aware of relevant policies and procedures. * 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 * To undertake any other duties that may be reasonably requested. |
| **Knowledge / Education / Skills/ Experience** | **Knowledge**   * A sound working knowledge of the statutory requirements associated with the residential care of young people. This will include Children’s’ Homes Regulations, Health and Safety legislation etc. * Have completed NVQ / Level 3 or 4 Diploma in Residential Childcare or equivalent or are at least 50% through the qualification. * Manual Driving License (desirable) * Previous experience of working within a children’s residential setting. * Previous experience of safeguarding young people. * Experience working with children who may display challenging behaviour * An in-depth understanding of the needs of children and young people with EBD/SEMH and how to meet those needs. * Ability to interact with a range of people/young people * Strong communication skills. * Strong behaviour management skills. * Strong administration skills/IT skills * Positive role model and an advocate of a positive workforce and culture. * Confidence and ability to lead a team of support workers. * Flexibility to work shifts including weekends, evenings, and sleep-in duties on a rota system |
| **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.*** |