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**Job description: Residential Support Worker**

**(Children’s Home)**

**Responsible to:** Registered Manager & Deputy Manager

**Job Purpose:**

To work within a team in order to provide a safe and secure home for young people aged between 5 and 17. Promoting a caring environment which provides children and young people with a high standard of specialised personal care, meeting individual needs and ensuring everyone is treated with respect and dignity and rights to privacy, independence and choice are met. Child centrered practice, thrive embeeded therepeutic home, and understanding of child development and neuro diversity.

Confident, resilient, patient, perseverance, passionate, flexible with a can do attitude, willing to learn, team player, able to work under pressure, taking control and instilling trust with others.

Opportunities to upskill and for professional development. Whole home approach to enable our young people to achieve best outcomes with a focus on education starting at home.

**KEY RESPONSIBILITIES:**

1. Ensuring a firm, caring, consistent, well ordered environment is maintained at all times.
2. Supervising children and young people before and after the school/college day including meal times and to proactively support/encourage the development of their cooking skills etc.
3. To actively promote and participate in care planning, developing risk assessments, behaviour management and to attend regular team meetings.
4. Accompanying children and young people on recreational activities and demonstrating positive role modelling.
5. Working as part of a team to provide a programme of evening & weekend activities for children and young people and to effectively manage small budgets, in relation to this.
6. Promoting the social and emotional well-being & development of children and young people and to consistently strive to further develop these skills.
7. Liaising with other staff, professionals, parents and carers as necessary and maintaining high levels of professionalism at all times.
8. To attend home visits and to provide a specialist outreach service to young person, family and carers, as and when required.
9. Undertaking any administrative tasks linked to the care of children and young people e.g. keeping appropriate records, making reports as required by the Home and any regulatory bodies.
10. To maintain a log of all accidents, incidents or physical intervention and to challenge suspected inappropriate practice according to policies and procedures.
11. To participate in case reviews where necessary and to provide support and assistance when difficulties arise.
12. Keeping up to date with the home’s policies and to follow them at all times.
13. To assist in developing strategies in behaviour management and to take a lead role in managing the young person’s challenging behaviour, implementing the strategies agreed.
14. Assisting with the medical and physical needs of children and young people and to ensure that all young people are encouraged to take part at some level, no matter what the ability. Promoting of young people reaching their own targets.
15. Promoting and safeguarding the welfare of children and young persons that the jobholder is responsible for, or comes into contact with and to regularly stay updated in relation to any changes within safeguarding legislation and policy.
16. Ensuring healthcare needs of the children and young people are met, including making appointments and accompanying them and completing written reports following their attendance. To ensure all medical and clinical procedures are carried out safely (undergoing any relevant training to enhance your skills).
17. To report immediately to management any noticeable changes in health, behaviour or circumstances of our children and young people – maintaining their right to privacy and confidentiality.
18. To be a key member of the care team and has the ability to work within a team.
19. To be innovative, creative and flexible, and has an open mind and a willingness to learn.
20. Able to demonstrate empathy, sensitivity, self-awareness and acceptance of others.

**OTHER DUTIES:**

1. To participate in annual performance appraisals and undertake relevant staff development.
2. To be responsible for the health and safety of self and others (in accordance with the Home’s Health & Safety Policy).
3. To support education staff with the children and young people’s daily educational needs and to provide a 24 hour learning environment, with vocational activities and also helping with the development of their numeracy and literacy skills.
4. Providing cover in other areas as required.
5. To carry out any other appropriate duties requested by the Registered Manager.
6. To make secure all buildings on leaving the site.
7. To be responsible for promoting and safeguarding the welfare of children and young people responsible for (or come into contact with) in accordance with the home’s Safeguarding Policy & Procedures.

**The above list is indicative and not exhaustive. The Residential Support Worker is expected to carry out all such additional duties as are reasonably commensurate with the role.**

I accept this job description as a definition of the key responsibilities and duties of the post or Residential Support Worker.

I appreciate that the above list is not indicative and exhaustive and that additional duties as reasonably commensurate with the role may be required of me.

Signed …………………………………… Date …………………………

Print name …………………………...........

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**Person Specification: Residential Support Worker**

**(Children’s Home)**

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| **Criteria** | **Essential** | **Desirable** |
| Qualifications & Training | * Level 3 Children and Young Peoples Workforce Diploma or a commitment to work towards it
* Level 3 qualification in British Sign Language (if not currently held, the successful candidate must commit to studying to achieve this)
 | * Current First aid qualification
* Food Hygiene Certificate
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| Experience | * Working as part of a team
* Planning & co-ordinating activities in conjunction with others
* Working with young people with challenging behaviour
 | * Working within a care home environment
* Working in an education environment
* Working within a medical, care or welfare environment
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| Knowledge & Skills | * Ability to use own initiative and exercise sound judgement
* Good communicator with excellent inter-personal skills.
* Ability to deal with sensitive and confidential information
 | * Knowledge of IT including use of e-mail, the internet and keeping electronic records
* Understanding of equality and diversity
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| Personal Qualities | * Discretion, patience and sense of humour
* Desire to work with young people
* Ability to form and maintain appropriate relationships and personal boundaries with children and young people
* Emotional resilience in working with challenging behaviours
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