



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

JOB DESCRIPTION

POST TITLE: Residential Care Worker

GRADE: Band 5

RESPONSIBLE TO: Children's Home Registered Manager/ Deputy

Overall Objectives of the Post:

As a Children's Residential Care Worker you and your colleagues will be responsible for the delivery of high quality children's residential provision including working directly with children and their families as identified within the Care Plan and in line with the principles of the service and under direction from the Registered Manager or Deputy Manager. The residential care staff are an integral part of the Care Team and work alongside other professionals to support children, young people and their families achieve the best possible outcomes by using a range of intervention methods and approaches. The role will support the service to achieve its vision of providing support to children, young people and their families ensuring they can be safely accommodated.

As part of the role you will be required to assist the Registered Manager or deputy in the day-to-day care of young people who are in receipt of residential care in accordance with the values and principles of the residential care service. As a Children's Residential Care Worker you will undertake key working duties in line with the principles of the Service.

Key Responsibilities of the Post:

- 1. *You will be responsible for ensuring the high quality delivery of wrap-around residential provision including outreach and family based intervention work with children, young people and their families. You will achieve this by:***
 - Ensuring the voices of children, young people and families' are at the centre of all decision making and their voices are heard and valued as part of planning, intervention and reviewing process and wider service delivery.
 - Ensuring you and the team work in partnership with colleagues from other agencies to develop and delivered coordinated packages of support as identified in a child/young person's Care Plan.
 - Using preventative intervention models to reduce young people's involvement in risk taking behaviour and engaging in unhealthy and unsafe behaviours.
 - Contributing to the development and leading on the delivery of timely and effective packages of intervention and support to children/young people and families as identified in the Care Plan.
 - Working directly with children/young people and families in line with the Care Plan which will improve outcomes.
 - Contributing to the ongoing multi-agency assessment, planning and review processes in line with policy and procedures to ensure that the aims and objectives of the Care Plan are progressed appropriately.

- 2. You will be responsible for working with children and young people who are accommodated in residential care ensuring the values and principles of the Service are achieved and ensuring the safe and robust practice of the support workers. In addition to the areas highlighted in section one you will support this by:**
- Ensuring the needs of a child or young person is met in accordance with their age and stage of development.
 - Participating in shift hand-over meetings.
 - Ensuring the fabric of the building, equipment and grounds meet the Quality Standards for Children's Homes and Children's Homes Regulations.
 - Being accountable, as part of a team, for the delivery of the highest possible quality care that meet the needs of children/young people, Quality Standards for Children's Homes and Children's Homes Regulations.
- 3. You will be responsible for working as part of a team to develop the service. You will achieve this by:**
- Providing positive care, support and appropriate boundaries to children and young people.
 - Ensuring you maintain accurate and timely records of all work and interventions, producing reports as required.
 - Working effectively within your team's allocated budget ensuring that value for money is derived from all resources at your disposal and spending is in accordance with budgeted plans and recorded.
 - Working on a flexible basis to ensure necessary cover for the service, which includes regular evening work, weekend work and bank holidays which will be inclusive of sleep-ins.
- 4. You will be responsible for ensuring your practice is in accordance with the organisations values, principles and policies. You will achieve this by:**
- Ensuring you practice with integrity and that professional judgements promote and are respectful of culture, language, ethnic origin, faith, gender, sexual orientation and disability, so that rights and responsibilities are respected.
 - Ensuring you prepare for and attend supervision and annual appraisal with your line manager.
 - Ensuring you remain current in your practice in relation to the intervention tools and techniques used within your daily work, ensuring you attend and seek out training, development and research to inform your practice.
 - Ensuring you are up to date and familiar with current legislative changes and policies and procedures.
 - Cultivating excellent working relations with the Community, Voluntary and Independent sectors to ensure that new models of service delivery effectively meet the needs of children and young people in the future.

South Tyneside Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Successful applicants will be required to produce an Enhanced Certificate of Disclosure from the Disclosure and Barring Service.

All employees have a responsibility to undertake training and development as required. They also have a responsibility to assist, where appropriate and necessary, with the training and development of fellow employees.

All employees have a responsibility of care for their own and others health and safety.

The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post.

Reference: MC/CL

Date: 4.04.17