



JOB DESCRIPTION

Job Title:	Senior Residential Childcare Worker
Hours:	Full Time
Job Type:	Permanent
Responsible to:	Registered Manager

WHO WE ARE

Talbot House Trust champions children and young people, putting the care, wellbeing and education of children first. As a children's charitable trust, with a school and a children's home, we exist to ensure that we improve the lives of the children and young people we work with, and in turn have a positive effect on their wider relationships. We have the independence and flexibility to tailor innovative solutions to the needs of children and their families, whilst maintaining our strong bond and deep commitment to our wider community. In operation since the 1974, we have responded to the need in our society as we have moved through the decades and now have a residential children's home and a school for children with social, emotional and mental health considerations on our site in Walbottle, Newcastle Upon Tyne. Our home has 6 beds with one of those beds being registered for an adult so that our young people have staying put flexibility whilst finishing educational commitments. Those children and young people tend to have elements of LD, some ASD and ADHD and may be between the ages of 7 to 18. Our school cohort is similar although we take up to 60 children and are registered here from age 5.

CONTEXT

Talbot House Trust was created by affluent individuals in the city of Newcastle, initially to enable them to give back to a community they felt passionately about. They wanted to influence outcomes for young boys who were disaffected by educational experiences and on the periphery of society. During our existence, we have operated as a residential school offering boarding from Monday to Friday, a day school and also respite provider offering weekend activities. We receive our funding from local authorities across the country who pay fees social care and education. The majority of our young people come from the North East region, although we have excellent relationships with other regions too. We do not take emergency placements and we emphasise excellent matching when considering admissions. Our current residents are always our priority, this is their home. Long term placements are our preference, enabling true therapeutic intervention, a chance to really make a difference in a developing life. Occasionally a short term placement will come along which fits for us, possibly a pupil in school or a person requiring assessment over a set period.

Duties

- Assist the management of the home in developing the skills and potential of residential support worker.
- Support the Registered Manager with the effective and efficient running of shifts.



- Work within, and ensure effective delivery of the policies and procedures in the home and the Trust.
- Monitor and maintain administrative requirements, ensuring that the outcome meets the standards set out in children's legislation, and the homes working practices.
- Ensure ongoing assessment of children and young people's needs in day to day practices.
- Oversee, supervise and develop the skills of staff in their daily working practices.
- Promote and actively encourage the delivery of a safe, structured and nurturing environment.
- Work as part of a multi-disciplinary team both within the home and with external agencies.
- Relate to and engage young people who display challenging behaviour
- Assist young people to identify unsafe, dangerous, harmful and abusive situations, individuals and groups.
- At all times ensure the health, safety and wellbeing of the children and young people.
- Ensure staff are aware of and deliver the support required to ensure the life chance opportunities of children and young people are met in relation to their social, educational, leisure, emotional, physical and cultural needs.
- Ensure the delivery of all key worker areas and responsibilities.
- Ensure a variety of intervention strategies are utilised in relation to behaviour management.
- Where required, deputise in the absence of the management of the home.
- Where required attend reviews and or meetings.
- Ensure an open culture is created with the young people in our care.
- Ensure that all administrative requirements of the home are maintained in such a way that they are compliant with good childcare practices, home procedures and company policies.

Safeguarding

- The Trust is committed to the safeguarding and promotion of the welfare of all children and young people in our care. All staff have a key role and responsibility in this area.

October 2018