

Company Profile

Established in 2017, Together for Children is on a mission to improve services in social care, early help and education and engage the whole community in giving children and young people in Sunderland the best possible opportunity to thrive.

Our workforce is AMAZING with a passion for improving the life chances of children and young people. We all strive to make a difference, irrespective of our work vocation or specialism.

Reporting to:

Registered Manager

Direct Reports:

None

Location:

Together for Children Childrens Homes

Job Title – Residential Child Care Worker Grade 5

Service Directorate

Social Care – Accommodation Services – Childrens Homes.

Purpose

- To assess and manage cases with a degree of complexity and risk-taking action to co-ordinate resources and support to maintain or improve the wellbeing of clients.
- To work as a member of the team in providing direct day to day care of children and young people and to undertake other supportive tasks and duties.
- To ensure that the welfare of the children and young people is paramount.
- To undertake the role of link worker and develop residential placement plans, risk assessments, and undertake planned formal one to one work to ensure that individual care plans of children and young people are implemented and progressed.

Key Responsibilities

- Communicate effectively with team members and young people.
- Ensure that individual care plans of children and young people are implemented and progressed.
- Assist in managing young people's behaviour and recording decisions and issues to inform formal reports or handovers to other team members.
- Form strong working relationships with young people and team members to create a warm caring environment where young people can develop to their potential. This will include providing written and word-processed reports that will be presented during meetings and reviews.
- Use the training that will be on offer to facilitate formal counselling and where appropriate to act as an advocate for the young people in our care.
- Communicate effectively and assist children and young people in dealing with emotional and behavioural difficulties.



- Undertake complex and contentious negotiations with young people where disagreements occur or where sanctions need to be applied fairly and consistently.
- Respond to crisis situations for children, young people, and families, using appropriate problem solving and negotiation skills.
- Be alert to the signs of distress or abuse and, in liaison with other professionals, ensure that the children and young people are monitored and protected by acting in accordance with current Sunderland Safeguarding Children Board procedures.
- React quickly to changing demands and predict possible areas of conflict and ensure action is taken to minimise these e.g. preparing for the shift ahead by knowing what staff are on duty, what appointments are due, what transportation is required, deployment of staff, arrangement of activities etc.
- Contribute to the normal development of the children and young people through the provision of a healthy lifestyle, offer a variety of appropriate activities, and provide them with a consistent and caring adult role model.
- Learn and use Therapeutic Crisis Intervention techniques to persuade young people to modify their behaviour, deal with challenging situations and de-escalate potential areas of conflict and life space interviews.
- Have good knowledge and understanding of the Children's Homes Regulations and Quality Standards and the Ofsted Framework for Inspection.
- Utilise available technology to manage own workload and those of team members, ensuring that the shift runs smoothly and adheres to agreed house rules, whilst at the same time is responsive to changing needs.
- Independently and ensure that the home runs smoothly and strike the right balance between empowering other staff members and yet knowing when guidance and a management decision is required. If any decisions are made that step outside agreed house rules, then these are discussed with other team members.
- Use IT systems to ensure that work is carried out accurately and in an organised and effective way.
- Deliver reports on time e.g. looked after reviews, notifications to Ofsted.
- Excellent partnership working, liaising effectively with social workers, families, and children, to ensure that where possible family contact is maintained and there is a consistent approach between the care home and the family home.
- Ensuring that policies and protocols for the home make clear the roles and responsibilities of other workers, services, and agencies.
- Agree behaviour management techniques with other team members that create a comfortable and secure environment e.g., established bedtime routines, morning routines, welcome from school, splitting the group where necessary or confronting bullying behaviour.
- Develop new working practices to improve efficiency and effectiveness of the home and improve the experience and outcomes for users.
- Use all available technology and practice models to ensure that the service is safe for workers and produces good outcomes for children.

Additional Information/Other Requirements

- Post holder should have Level 3 Diploma for Residential Child Care (or equivalent) or be willing and able to undertake this qualification.
- Must have experience of working with young people with challenging behaviour.
- Must have a reasonable level of IT skills.
- Must be able to meet the travelling requirements of the post.
- Must be able to work flexible hours including evenings, weekends and bank holidays as required by the post.



Statutory Requirements

In line with the Together for Children's Statutory Requirements, all employees should:

- Comply with the principles and requirements of the General Data Protection Regulation (GDPR) in relation to the management of Together for Children Sunderland's records and information and respect the privacy of personal information held by Together for Children Sunderland.
- Comply with the principles and requirements of the Freedom in Information Act 2000.
- Comply with the Together for Children Sunderland's information security standards, and requirements for the management and handling of information.
- Undertake the duties of the post in accordance with the Company's Equal Opportunities Policy, Health and Safety Policy and legislative requirements and all other Company policies.
- The post holder must promote and safeguard the welfare of children and young people

In addition, this post operates within the context and requirements of the Children Act 1989 and the Children and Young Person's Act 2008

Role Specification

Essential Requirements	
<p>Qualifications:</p> <ul style="list-style-type: none"> • Post holder should have Level 3 Diploma for Residential Child Care (or equivalent) or be willing and able to undertake this qualification. 	Application Form
<p>Knowledge and Experience of:</p> <ul style="list-style-type: none"> • Must have experience of working with young people with challenging behaviour. • The Children's Homes Regulations and Quality Standards. • The Children's Act. 	Application Form/Interview
<p>Ability to:</p> <ul style="list-style-type: none"> • Effectively use a PC to prepare documents, record information or input data. 	Application Form
<ul style="list-style-type: none"> • Work effectively despite changes in colleagues, settings and environment as well as changing working hours and working weekends. • To share information and obtain information from others through excellent written and verbal communication. 	Interview
<ul style="list-style-type: none"> • Commitment to Equal Opportunities • Work outside of normal working hours to meet the needs of the service. • Meet the travel requirements of the post 	Interview