

Senior Residential Childcare Worker

Reports to: **Registered Manager or Deputy in Home**

Evaluation: **535 points**

Direct reports: **Supervisory responsibility for residential childcare workers in the home**

Grade: **N7**

Reference: **A5216**

Purpose

To assist in the management, development and delivery of services to young people living in the Council's children's homes, acting as a positive role model for young people and staff within our homes, ensuring that needs are met and that young people are supported towards independence. The post holder will work as part of the management team of the children's home acting on behalf of the management in their absence and assisting the manager in carrying out tasks and responsibilities.

Main Duties

These are some of the typical duties you will be expected to perform. This is not exhaustive, and you may need to complete similar tasks as required.

1. To provide leadership guidance and management to groups and individual staff in achieving the home's objectives, directing the running of the homes and acting as a senior point of contact for any safeguarding concerns in the absence of managers.
2. To participate in the development, implementation and monitoring of individual young people's case plans using restorative and trauma informed approaches, maintaining high standards of childcare and flexibility to adapt to meet the needs of young people, reporting any breaches to line managers as required.
3. To ensure compliance with the Children's Home Regulations (2015) and contribute towards ensuring that the home is Ofsted ready at all times.

4. To help protect young people from threats to their health, welfare and normal development, both from inside and outside the home by undertaking, following and reviewing and monitoring risk assessments of individual young people, groups of young people and the area.
5. To participate in setting standards and evaluating achievements, by working in partnership with the staff team, young people, their parents, social workers and other parties, promoting children's rights and ensuring that young people facing particular crises and stresses are offered appropriate additional support, and that staff are supported in dealing with the most complex cases.
6. To be involved in the regular supervision of staff, as necessary, assisting in ensuring that the home's workforce and development plan is followed, and that staff are motivated and developed in line with Council policies.
7. To be actively involved in the promotion and development of effective team working, to maintain good communications systems, including hand-overs, log books, regular supervision and staff meetings, offering support to staff at times of challenge, praising work completed and monitoring performance.
8. To ensure that the home environment is appropriate and sensitive to the needs of the young people being looked after, contributing towards a homely and safe environment which complies with health and safety and other legal requirements.
9. To contribute towards the maintenance of the fabric of the building, its grounds and equipment, encouraging staff and young people to care for their surroundings and make best use of the available resources.
10. To take a lead and ensure that key stages in the stay of young people, such as admission and discharge, are properly managed, and reflect decisions recorded in care plans.
11. To promote and implement our Diversity, Equality, Equity, and Accessibility policy in all aspects of your employment.

12. To help maintain a healthy, safe, and secure environment and to adhere to our policies and procedure.