

Job Title:	Casual Residential Childcare Worker
Team/Service Area:	Social Care
Salary/Grade:	Grade 5
Line Manager:	Registered Manager
Direct Reports:	None
Location:	Children's Residential Care

About Us

Established in 2017, Together for Children Sunderland 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 dedicated workforce strives to make a difference, irrespective of our work vocation or specialism.

We value diversity and actively seek candidates from all backgrounds, including various ages, disabilities, neurodiverse individuals, gender identities, sexual orientations, religions, beliefs, races, and cultural backgrounds. Our inclusive workplace culture fosters collaboration and excellence.

Find out more: [Find out more - Together for Children](#)

About the Role

- 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.
- Ensure that the welfare of the children and young people is paramount.
- Undertake the role of link worker and develop children's homes plans, risk assessments, and undertake planned direct work to ensure that individual care plans of children and young people are implemented and progressed.
- This post requires an Enhanced Disclosure and Barring Check (DBS) and registration with the online update service..

Key Responsibilities

- Communicate effectively with team members, children, and young people.
- Ensure that individual care plans of children and young people are implemented and progressed.
- Assist in managing children and young people's behaviour and recording decisions and issues to inform formal reports or handovers to other team members.
- Form strong working relationships with children and young people and team members to create a warm caring environment where children and 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 children and young people in our care.
- Communicate effectively and assist children and young people in dealing with emotional and behavioural difficulties
- To safeguard and promote the welfare of children and young people.
- Champion equity, diversity and inclusion in all aspects of your work and the communities you assist.
- Undertake complex and contentious negotiations with children and 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 Partnership 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 carers are on duty, what appointments are due, what transportation is required, deployment of carers, 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 children and young people to modify their behavior, deal with challenging situations and de-escalate potential areas of conflict and life space interviews.



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- 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 carers 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., Cared for Reviews, notifications to Ofsted.
- Excellent partnership working, liaising effectively with social workers, families, children, and young people, 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 carers, 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

Our Expectations

You must undertake this role in accordance with the requirements set out below:

- Comply with Together for Children's Code of Conduct, People policies and procedures, Health and Safety Policy and EDI Statement.
- Uphold all relevant professional policies, standards and legislative requirements
- Adhere to the Data Protection Act 2018 and GDPR principles in relation to the management and handling of personal and/or sensitive information and respect the privacy of personal information managed by Together for Children Sunderland.
- Comply with the Freedom of Information Act 2000.



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Health & Safety

As a Casual Residential Child Care Worker, you will ensure the highest standards of health and safety for children and staff. Your key responsibilities include:

- **Compliance:** Adhere to all relevant health and safety laws and regulations.
- **Risk Assessments:** Regularly identify and mitigate potential hazards.
- **Training:** Participate in and support health and safety training for staff.
- **Emergency Procedures:** Assist in developing and reviewing fire safety, first aid, and evacuation plans.
- **Incident Reporting:** Record and report incidents, assisting in investigations and corrective actions.
- **Health and Wellbeing:** Promote health and wellbeing for children and staff.
- **Inspections and Audits:** Support regular inspections and audits.
- **Equipment and Facilities:** Help maintain safe and operational equipment and facilities.
- **Communication:** Encourage open communication on health and safety matters.

This job description is a guide to the duties you will be expected to perform. It is not an exhaustive list, and you may be required to undertake other tasks and duties not listed that are reasonably commensurate with the job role and grade of the post. Where a fundamental change to the job description is needed this will be discussed with the postholder prior to any changes being made

Date: JANUARY 2025



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Person Specification – Casual Residential Childcare Worker

The requirements for this post and how candidates will be assessed are set out below.

Essential Requirements	Method of Assessment
Qualifications <ul style="list-style-type: none"> Level 3 Diploma for Residential Childcare (or equivalent) or be willing and able to undertake this qualification 	Application Form/interview
Experience <ul style="list-style-type: none"> Working with children and young people with challenging behaviour. 	Application Form/Interview
Knowledge and Understanding <ul style="list-style-type: none"> The Children’s Homes Regulations and Quality Standards. The Children’s Act. 	Application Form/Interview
Skills and Abilities <ul style="list-style-type: none"> Effectively use a PC to prepare documents, record information or input data. Effectively use a PC to prepare documents, record information or input data. 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. Meet the travel requirements of the post. Work outside of normal working hours to meet the needs of the service. 	Application Form/Interview
Commitment to Equal Opportunities	Interview



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