Job Title:	**Senior Residential Childcare Worker**
Team/Service Area:	**Children's Home**
Salary/Grade:	**Grade 7**
Line Manager:	**Registered Manager**
Direct Reports:	**Yes**
Location:	**White House**

This post requires an Enhanced Disclosure and Barring Check (DBS) and registration with the online update service.

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

- Full-time, including evenings, weekends, bank holidays and sleep-ins as required.
- Lead the carers on duty in delivering high-quality, trauma-informed, child centred care to children with complex needs.
- Support the Registered and Deputy Managers in supervision, quality assurance, and day-to-day leadership of the home.
- Ensure the welfare, safety, and voice of each child is central to all practice.
- Promote staff wellbeing and a positive, supportive team culture.

Key Responsibilities

- 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

Leadership & Team Support

- Act as shift leader, providing clear direction and support to carers.
- Supervise and appraise designated staff, promoting reflective practice and continuous development.
- Represent the home in the absence of the Registered or Deputy Manager.
- Support staff wellbeing and resilience, recognising the emotional demands of the role.

Children, Young People & Families

- Build strong, trusting relationships with children and young people, creating a warm, caring, and safe environment.
- Promote and facilitate participation, ensuring children's voices are heard and reflected in care planning and decision-making.
- Support children with emotional and behavioural needs using trauma-informed and restorative approaches.
- Work in partnership with families, valuing their expertise and maintaining consistent communication and support.

Care Planning & Practice

- Ensure individual care plans and risk assessments are implemented and progressed.
- Lead and model high-quality direct work with children, including life space interviews and therapeutic interventions.
- Respond to crisis situations with calm, skilled problem-solving and de-escalation techniques.
- Maintain accurate, timely records that evidence progress, experience, and voice.

Quality Assurance & Compliance

- Contribute to quality assurance processes, audits, and inspections.
- Ensure compliance with Children's Homes Regulations, Quality Standards, and safeguarding procedures.
- Use IT systems effectively to manage workload, monitor training, and produce reports.
- Support the development of new working practices to improve outcomes and efficiency.

Operational Duties

- Ensure smooth running of shifts, including planning rotas, activities, transport, and appointments.
- Agree and implement behaviour management strategies that promote safety, consistency, and emotional wellbeing.
- Liaise effectively with social workers, families, and other professionals to ensure joined-up care.
- Be alert to signs of distress or abuse and act in accordance with safeguarding procedures.

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.

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: November 2025

ARMED FORCES COVENANT
EMPLOYER RECOGNITION SCHEME
GOLD AWARD 2025
Proudly supporting those who serve.
Better Health at Work Award
Gold Award
disability confident EMPLOYER
MENOPAUSE INCLUSIVE WORKPLACE
STANDARD OF EXCELLENCE

Person Specification – Senior Residential Childcare Worker

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

Essential Requirements	Method of Assessment
Qualifications • Level 3 Diploma in Residential Childcare (or equivalent), or willingness to undertake.	Application Form
Experience • Experience working in a children's home, ideally with children with complex needs linked to emotional and mental health difficulties. Including autism, ADHD, challenging behaviour and trauma • Experience of leading shifts and supervising staff. • Experience of using Therapeuitc Crisis Intervention and Positive Behaviour Support plans, or willingness to undertake training.	Application Form/Interview
Knowledge and Understanding • Knowledge of Children's Homes Regulations, Quality Standards, and Ofsted inspection frameworks. • Understanding trauma-informed and child centred care.	Application Form/Interview
Skills and Abilities • Strong communication, organisational, and IT skills. • Ability to manage challenging behaviour and respond to emotional needs with empathy and professionalism. • Child-centred, resilient, and emotionally intelligent. • Committed to equality, diversity, and inclusion. • Ability to work flexibly, including evenings, weekends, and sleep-ins. • Passionate about improving outcomes for children and families	Interview
Other Requirements • Commitment to ongoing training and professional development.	Interview