

Job Title:	Residential Child Care Worker
Team/Service Area:	Children's Home
Salary/Grade:	Grade 5
Line Manager:	Registered Manager
Direct Reports:	No
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.
- Provide high-quality, trauma-informed, child centred care to children with complex needs.
- Support the implementation of individual care plans, risk assessments, and direct work with children and young people.
- Promote the welfare, safety, and voice of each child, ensuring their needs are met with dignity and respect.
- Contribute to a positive, inclusive, and 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

Direct Care & Support

- Deliver day-to-day care that is nurturing, safe, and responsive to each child's individual needs.
- Act as a link worker, supporting children to achieve their goals and participate in decisions affecting their lives.
- Build strong, trusting relationships with children and young people, creating a warm and caring environment.
- Support children with emotional and behavioural needs using trauma-informed and restorative approaches.

Planning & Practice

- Implement and progress individual care plans and risk assessments.
- Use Therapeutic Crisis Intervention and Positive Behaviour Support techniques to de-escalate conflict and support emotional regulation.
- Maintain accurate, high-quality records that reflect the child's experience, progress, and voice.
- Assist in managing behaviour and contribute to handovers and formal reports.

Partnership & Communication

- Work in partnership with families, valuing their expertise and maintaining consistent communication.
- Liaise effectively with social workers, education, health professionals, and other agencies.
- Promote participation and inclusion, adapting communication to meet each child's needs.

Operational Duties

- Support the smooth running of shifts, including planning activities, transport, and appointments.
- Contribute to the development of new working practices that improve outcomes and efficiency.
- Use IT systems to manage workload and ensure timely reporting (e.g., reviews, notifications to Ofsted).
- Be alert to signs of distress or abuse and act in accordance with safeguarding procedures.
- Be willing to work in other children's homes within the service as required.



EMPLOYER RECOGNITION SCHEME

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Health & Safety

- Adhere to health and safety regulations and contribute to risk assessments and emergency planning.
- Promote wellbeing for children and staff and support regular inspections and audits.
- Maintain safe equipment and facilities and encourage open communication on safety matters.

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



Person Specification – Residential Child Care 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 for Residential Childcare (or equivalent), or willingness to undertake.	Application Form
Experience - Experience of working with children with complex needs linked to emotional and mental health difficulties. Including autism, ADHD, challenging behaviour and trauma, ideally in a residential setting. - Experience of using Therapeutic 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 the Children Act.	Application Form/Interview
Skills and Abilities - Strong communication, organisational, and IT skills. - Ability to work flexibly, including evenings, weekends, and sleep-ins. - Understanding of trauma-informed and child centred care. - Child-centred, empathetic, and resilient. - Committed to equality, diversity, and inclusion. - Ability to work effectively in a changing environment and as part of a team.	Interview
Other Requirements Commitment to ongoing training and professional development.	Interview



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