

 Stockton-on-Tees BOROUGH COUNCIL		JOB DESCRIPTION	
Directorate: Children's Servicers		Service Area: Children's Social Care, Children's Care and Complex Needs	
JOB TITLE: Senior Residential Care Officer			
GRADE: J			
REPORTING TO: Registered Children's Home Manager			
1.	JOB SUMMARY: To contribute to the effective day-to-day running of the home, within the relevant legal frameworks and as directed by the Homes Manager To contribute to the support provided to care workers in the task of providing high quality care, family support and outreach as defined in the homes Statement of Purpose To provide support to care workers, promote, support and contribute to the ongoing development and implementation of the directorate vision, culture and sufficiency business planning in regards to support to families and care placements.		
2.	MAIN RESPONSIBILITIES AND REQUIREMENTS:		
	1.	To effectively engage, young people and their families in the development, delivery and ongoing monitoring of care and support packages	
	2.	To support children and young people remain in or return to family settings. The services delivered could include, outreach, care and support in the children's home, family home or community.	
	3.	Provide a high level of care, maintain routine and structure for the young people as individuals and as a group.	
	4.	To develop knowledge and understanding of the legal framework underpinning the operation of a registered children's home and related matters at a local level.	
	5.	Respond appropriately to risk including knowing when to seek direction as appropriate.	
	6.	Ability to relate policy and the relative regulations to the work and demonstrate the appropriate level of understanding in relation to the wider systems withing the Local Authority and contribute to the development of the home.	
	7.	To engage and maintain good and effective relations, develop partnership working and support in building opportunities in and outside of the home. To work with others to build the offer provided to the children and their families, enhancing the reputation of the home and the Council.	
	8.	Communicate and contribute to discussions and meetings appropriately with a range of relevant people within and outside of the working environment.	
	9.	Maintain records appropriately.	
	10.	Actively participate in agreed management processes either individually or as part of a team (e.g. supervision, appraisal, training).	
	11.	Participate in the agreed working roster and share in the sleep-in duty and or waking night arrangements as required.	

	12.	To enhance the department's image within the Local Authority by promoting awareness of services and achievements and encourage greater participation to ensure the child's voice is heard.	
3. GENERAL Job Evaluation - This job description has been compiled to inform and evaluate the grade using the NJC Job Evaluation scheme as adopted by Stockton Council. Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder. The Council's Values, Behaviours and Code of Conduct - The post holder is required to carry out the duties in accordance with the Council's Values and Behaviours, our code of conduct, professional standards and promote equality and diversity in the workplace. Corporate Parenting - As Corporate Parents, we have the same ambition and high aspirations for all children in our care and care experienced young people: that Stockton-on-Tees is a great place to grow up, where children and young people are protected from harm and supported to be the best they can be in life. Customer Services – The post holder is required to ensure that all customers both internal and external, receive a consistently high quality level of service, commensurate to the standards required by Stockton on Tees Borough Council. Policies and Procedures – The post holder is required to adhere to all Council Policies and Procedures. Health and Safety – The post holder has a responsibility for their own health and safety and is required to carry out the duties in accordance with the Council Health and Safety policies and procedures. Safeguarding – All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Stockton Council's Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.			
		Name:	Signature:
Job Description written by: (Manager)			
Job Description agreed by: (Post holder)			
Job Description dated Nov 2022			

PERSON SPECIFICATION

Job Title/Grade	Senior Residential Care Worker	J
Directorate / Service Area	Children's Services	Children's Social Care, Children's Care and Complex Needs
Post Ref:		

	ESSENTIAL		DESIRABLE	MEANS OF ASSESSMENT
Qualifications	Level 3 Diploma for Residential Childcare (England). Hold QCF level 2 medication unit or equivalent	J	Relevant qualification in a similar field. Level 4 Management of Medication Level 5 Leadership and Management qualification	Application form / Certificates
Experience	Experience of working with families and young people who present with behaviours that challenge services Experience of supporting children and young people who are impacted on as a result of complex or traumatic backgrounds Partnership working Promoting a positive culture Improving service delivery Providing day to day care including personal care	J	Experienced in supporting children and young people in a range of settings Experience of supervising staff including undertaking staff appraisals.	Application/Interview and references

	Following and developing care plans and risk assessments Mentoring and providing support, advice, guidance and direction to colleagues.			
Knowledge & Skills	Knowledge and understanding of statutory legal framework relating to Children's Homes Regulations, Quality Standards and Ofsted's Inspection Framework for Children's Homes including short breaks legislation and regulations Able to seek support in supervision and skilled in reflective learning Ability to independently and confidently manage day to day activities in a residential setting and out in the community and mentor others to develop these skills Ability to exercise high quality judgements in relation to situations in a residential setting on a day to day basis. Ability to expect and anticipate situations and be able to put in place interventions and behavioural strategies to manage complex and risky situations. Direct and support other staff to develop these skills as necessary Confidently and consistently deliver high standards of care as described in the young people's Care Plans and Risk Assessments and other relevant plans Being skilled in formulating, reviewing and monitoring Residential Care Plans and Risk Assessments Knowledge and experience of the assessment, care planning and review systems for children who are in our care To have knowledge and skills in applying theoretical approaches and evidence-based practise in service delivery Have the ability and be skilled in carrying out Link Worker duties and to mentor other workers to develop these skills Demonstrate consistently the ability to take control, manage and lead a shift, provide sound advice, direction and mentor less experienced workers	J	Knowledge of the pressures and the difficulties families face parenting young people physical and learning disabilities and complex health needs. Experience of working in a therapeutic team and delivering therapeutic approaches Knowledge and working practice of a range of communication methods e.g. Sign language / Makaton.	Application/Interview and references

	Be able to consistently produce relevant key working reports to a high standard and mentor others to do the same Be able to effectively communicate with relevant others outside of the immediate care team and promote an outward facing service.			
Specific behaviours relevant to the post	Demonstrate the Council's Behaviours which underpin the Culture Statement. Child focused Approachable Friendly Enthusiastic Positive approach and motivated Positive role model for young people and staff Reliable honest and flexible Reflective	J		Application/Interview and references
Other requirements	Able to work over a 7 day shift system and weekends and sleepovers and waking nights as part of a rota system The job involves working directly with children and young people and therefore is subject to an acceptable enhanced DBS check The post holder must hold a full UK Driving Licence	J	Clean driving licence	Application/Interview and references

