

JOB DESCRIPTION

Role	Residential Support Worker
Responsible to	Registered Manager/ Team Leader on shift

Main Purpose of Job	<p>To work as part of a small team, providing care, guidance and support to 5 children and young people in a residential setting.</p> <p>To ensure all children's needs are met in line with the Children's Homes Regulations and Quality Standards.</p>
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Main Duties and Responsibilities	
<p>Supporting Children and Young People</p> <ul style="list-style-type: none"> • Provide a nurturing environment, promote structure and routine and work to the children's homes regulations 2015 and quality standards • Actively safeguard children and young people at all times • Develop positive working relationships with children and young people • Encourage educational attainment and work in partnership with agencies to achieve best possible outcomes for children and young people • Advocate for children and young people, chairing meetings and leading in challenging shortcomings • Promote children and young people being actively involved in the day to day feel of the home and seeking their input • Respond appropriately to safeguarding concerns and report these effectively <p>Team Player</p> <ul style="list-style-type: none"> • To work in line with policies and each child or young person's placement plan • To complete training and additional learning as required • To attend and actively participate in supervision and appraisals • Develop and maintain professional working relationships with colleagues within the home and from external agencies • To promote equality and diversity at all times <p>Regulatory and Administrative</p> <ul style="list-style-type: none"> • To carry out daily duties in line with policy • To work in line with Children's Homes Regulations and Quality Standards • To contribute and co-operate with inspectors and regulatory visitors • Complete records logs and documentation to a high standard • Ensure fire checks and other health & safety checks are completed and documented • Work in line with GDPR 2018 in relation to records stored within the home and kept electronically 	

Other Requirements
<ul style="list-style-type: none"> Any other reasonable duties as instructed by the Manager

PERSON SPECIFICATION

Job Designation	Residential Support Worker
Reports to	Team Leader/ Manager

	ESSENTIAL	DESIRABLE	VERIFIED BY
Qualifications			
Educated to GCSE standard or equivalent		✓	Application Form/ Certificate
NVQ 3 – Level 3 Diploma (QCF) qualified in Children and Young People’s workforce (or equivalent)		✓	Application Form/ Certificate
Experience			
Experience in sector		✓	Application Form/ Interview
Experience of multi-agency working		✓	Application Form/ Interview
Skills and Ability			
Ability to effectively and proactively engage with children and young people.	✓		Application Form/ Interview Presentation
Effective communication and interpersonal skills with colleagues, outside agencies, children and families.	✓		Application Form Presentation/ Interview
To participate and function professionally in meetings.	✓		Interview
To work in partnership with other agencies including Local Authorities.	✓		Application/ interview
Promote the health, safety and wellbeing of children, young people	✓		Application Form/ Interview
Knowledge			
Application of policy into practice.	✓		Interview
Equal opportunities in day to day practice.	✓		Interview
Full understanding of the principles and practical application of safeguarding and child protection.	✓		Interview
Personal Qualities			
To form professional positive, and functional relationships with other professionals	✓		Application Form/ Interview
Commitment to the behaviours and values recognised by the company in relation to integrity, honesty, reliability and compassion	✓		Application Form/ Interview

Demonstrable commitment to continuous improvement.	✓		Application Form/ Interview
Additional job requirements			
Full UK driving licence.	✓		Application Form / documentation