



Job Description		
Title	Department	Post Ref
Residential Care Worker	Children, Families & Cultural Services	
<p>Job Purpose</p> <p>To provide safe, supportive and positive care to all resident children and young people, this will include pro-active involvement in all aspects of their day to day social and educational care.</p> <p>The post holder will follow a rota pattern of work which will include a variety of shift patterns including evening, weekend and bank holidays and on occasions awake-night and sleep-in duties.</p>		
<p>Key Responsibilities:</p> <p>To offer young people high standard of physical and emotional care.</p> <p>To provide services efficiently and effectively within organisational policy and statutory requirements.</p> <p>To provide care within an environment that positively integrates race, culture, gender, disability and sexual orientation.</p> <p>To ensure that managers are informed of significant matters arising in connection with the Home, issues of Ofsted compliance and/or the young people.</p> <p>To maintain a current knowledge of legislation, practice issues and developments locally and nationally in their field of work.</p> <p>To work positively with children and young people with challenging behaviour.</p> <p>To ensure that children have access to representation and complaints procedure and to act as an advocate for the children and young people.</p> <p>To work to ensure the Home maintains standards required within National Minimum Standards of Children's Homes.</p>		<p>Key Accountabilities:</p> <p>Understands and puts into practice the Council's commitment to excellent customer service in meeting customer's needs.</p> <p>Acts as a personal example and demonstrate a positive working ethos, sharing expertise and helping staff to work more effectively</p> <p>Bounces ideas off colleagues and peers, seeking input and constructive challenge.</p> <p>Portray a professional image.</p> <p>Develops awareness of new practice in their profession and developments within the Council.</p> <p>Actively supports colleagues to achieve their targets and objectives.</p> <p>Treats all customers and colleagues with respect, consideration and the appropriate level of confidentiality.</p> <p>Treats all customers and colleagues with respect and consideration in relation to the Council's code of conduct.</p> <p>Challenges inappropriate behaviour.</p> <p>Exemplifies safe working in line with health and safety and safeguarding</p>

<p>To communicate effectively and professionally verbally, non-verbally, in written form and IT.</p> <p>To establish effective relationships with the local community.</p> <p>To have knowledge of relevant Health and Safety Legislation.</p> <p>To have an understanding and knowledge of child development.</p> <p>To contribute to behaviour management strategies.</p> <p>To implement child care planning.</p> <p>To communicate effectively, professionally and sensitively with children, young people and their families.</p> <p>To work in partnership with other professionals, community groups, voluntary and statutory agencies.</p> <p>To be committed to the ethos and philosophy of group living.</p> <p>To be committed to the County Council's equality policies.</p>	<p>protocols and procedures.</p> <p>Shows understanding of the risk management system</p>
<p>The post holder will perform any duty or task that is appropriate for the role described.</p>	
<p><i>Person Specification</i></p>	
<p><i>Qualifications, Experience and Knowledge</i></p> <ul style="list-style-type: none"> • If not held will be required to register on the Children's Workforce Development Diploma level 3 and achieve within 6 months of being confirmed in post. • Must have a minimum of 6 months experience of working with children, young people or adults, either in a voluntary, work or other relevant setting. • Basic knowledge of the Children Act 1989. • Must have an understanding of the safeguarding issues which may impact on people in care. 	<p><i>Personal and Professional Attributes:</i></p> <ol style="list-style-type: none"> 1. Commitment to self development and training. Including a willingness to undertake training as identified (particularly Level 3 qualifications). 2. Ability to demonstrate your own resilience in dealing with challenging situations and work with children and young people to effect positive change 3. Excellent time-keeping.

<ul style="list-style-type: none"> • Must have an understanding of physical, emotional, cultural, racial and individual needs in a residential setting. • Must have an understanding, awareness of & commitment to equality issues. • Must have some knowledge of, and an ability to manage challenging behaviour. • Ability to engage and provide children and young people to develop interests and skills in a range of social activities. • Must hold a full driving licence (not required at all homes) 	<ol style="list-style-type: none"> 4. Able to demonstrate patience, flexibility, integrity, resilience, enthusiasm and sensitivity within good parenting principles and present as a good role model for young people. 5. Must be able to work on a rostered basis, including weekend and unsociable hours, which may include sleeping-in duties, bank holiday working and awake night duties.
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Role Dimensions

1. Working within one of our mainstream residential homes
2. No financial responsibilities
3. No line management responsibilities