

Job Title: Residential Social Care Worker	Department: Children & Families	Post Reference number:
Job Purpose: <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>		
Key Responsibilities: <ol style="list-style-type: none"> 1. To offer young people a high standard of physical and emotional care, involving supporting with education, life skills and health needs, including mental health support as part of the Corporate Parenting role. 2. To take on shift-leading responsibilities as and when required 3. To adopt a strengths-based approach to their work with children, young people, colleagues, and outside agencies 4. To provide a high standard of care to children and young people which is efficiently and effectively delivered within organisational policy and statutory requirements. 5. To provide care within an environment that positively integrates race, culture, gender, disability and sexual orientation. 6. To ensure that managers are informed of significant matters arising in connection with the Home, including areas that are a requirement under the Children's Homes Regulations 2015 and/or in the best interests of the children and young people under your care. 7. To represent the home professionally in a range of internal and external forums 8. To maintain a current knowledge of legislation, practice issues and developments locally and nationally in their field of work. 9. To work positively, and in an enabling way, with children and young people with challenging behaviour, to affect change and positive outcomes and ensure that children and young people have access to representation and complaints procedure. 10. To act as an advocate for the children and young people in your care. 	Key Accountabilities: <ol style="list-style-type: none"> 1. Sets a personally high standard of customer service and puts into practice the Council's commitment to excellent customer service – listening to children and young people, and acting on their feedback 2. Mentoring and supporting junior staff in meeting the needs of the children and young people in their care 3. Builds positive personal relationships with children and young people, with colleagues, and partners - acting as a role model providing appropriate support, advice and guidance. 4. Treats all children and young people, and colleagues, with respect, consideration and the appropriate level of confidentiality, in line with the Council's Code of Conduct. 5. Sets a positive example by using resources efficiently in line with priorities and correcting inefficient practices. 6. Leads by example in putting forward ways of working more efficiently and encourages staff to develop ideas for increasing efficiency. 7. Acts as a personal example and mentor to frontline staff by demonstrating a positive working ethos, sharing expertise – guiding and supporting staff to portray a professional image 	

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| <ol style="list-style-type: none"> 11. To work to ensure the Home maintains the standards required under Section 23(1) of the Care Standards Act 2000 12. To implement identified care management tasks. 13. To communicate effectively and professionally verbally, non-verbally, in written form and IT. 14. To have knowledge of, and an ability to apply, relevant Health and Safety Legislation, and any other relevant legislation. 15. To have a working knowledge of child protection procedures and of safeguarding children and young people looked after 16. To establish effective relationships with the local community, working in partnership with other professionals, community groups, voluntary and statutory agencies. 17. To implement and contribute to effective approaches for managing challenging behaviour, following MAPA training principles and strategies. 18. To contribute to, and implement, child care plans and other associated plans e.g. risk assessments etc.. 19. To communicate effectively, professionally and sensitively with children, young people and their families, and relevant professionals. 20. To assess and work with family dynamics and relationships 21. To be committed to the ethos and philosophy of group living. 22. To be committed to the County Council's equality policies. 23. Staff working in our children's disability homes will be required to undertake the following additional duties: <ul style="list-style-type: none"> - Performing personal and intimate care tasks with complex physical and learning disabled young people, (in addition to moving and handling tasks and routines). - Following training and competency assessment, to undertake health care procedures and processes, including the administration of medication , with children with complex physical, learning and health needs.(including peg feeding with some children) | <ol style="list-style-type: none"> 8. Challenges inappropriate behaviour 9. Guides and supports frontline staff to adapt ways of working in a challenging environment 10. Develops awareness of new practice in their profession and developments within the Council 11. Sets and delivers stretching personal goals and work standards 12. Acts as an example to motivate others by striving to continually improve and persevering in difficult circumstances 13. Actively supports colleagues to achieve their targets and objectives 14. Works in accordance with Nottinghamshire County Council's and the residential setting's policies and procedures, and associated national legislation, including the Children's Homes Regulations 2015 15. Exemplifies safe working in line with health and safety and safeguarding protocols and procedures, acting as a source of advice to other staff. 16. Exemplifies a considered and professional approach to the management of risk, showing an understanding of the risk management system 17. Works collaboratively with colleagues and peers, offering support, ideas and constructive challenge. |
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The post holder will perform any duty or task that is appropriate for the role described

Person Specification	
<p>Qualifications, Experience and Knowledge</p> <ol style="list-style-type: none"> 1. Should hold a Children's Workforce Development Diploma Level 3 (or equivalent) if not currently held, will be required to register on a relevant Diploma programme within 6 months of being confirmed in post, and to have completed this within 2 years of being confirmed in post. 2. Must be educated to GCSE grade C or above in English, or evidence Literacy skills to Level 2 of the national qualifications framework 3. Basic knowledge of the Children Act 1989 (and subsequent amendments) and other field related legislation. 4. 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. 5. Must have an understanding of the safeguarding issues which may impact on children in care. 6. Must have an understanding of physical, emotional, cultural, racial and individual needs in a residential setting. 7. Must have an understanding, awareness of & commitment to equality issues. 8. To have an understanding and knowledge of child development. 9. Good listening skills (lifted from RNCW JD) 10. Must have some knowledge of, and an ability to manage challenging behaviour. 11. Ability to engage with children and young people to develop their interests and skills through a range of social activities. 12. Must hold a full driving licence (not required at all settings) 	<p>Personal skills and general competencies:</p> <ol style="list-style-type: none"> 1. Puts into practice the Council's commitment to excellent customer care when working with children and young people, their families, and with colleagues 2. Works efficiently and effectively and actively looks for ways of improving services and outcomes for children and young people 3. Works well with colleagues but also able to work on their own initiative 4. Shares the Council's commitment to provide a safe environment for children and young people, and staff, and also treating all with respect and consideration 5. Commitment to self development and training. Including a willingness to undertake training as identified (Diploma Level 3) 6. Ability to demonstrate your own resilience in dealing with challenging situations and work with children and young people to effect positive change 7. Excellent time-keeping. 8. Able to demonstrate patience, flexibility, integrity, resilience, enthusiasm and sensitivity within good parenting principles and present as a good role model for young people. 9. 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. <p>Role Dimensions</p> <ol style="list-style-type: none"> 1. Working within one of our mainstream residential homes 2. Limited financial responsibilities (petty cash, children's pocket money) 3. Occasional line management responsibilities