

<b>Title</b> <b>Residential Care Worker</b>	<b>Department</b> <b>Children, Families &amp; Cultural Services</b>	<b>Post Ref.</b>
<b>Job Purpose</b>  <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>		
<b>Key Responsibilities:</b>  <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 and enabling 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>	<b>Key Accountabilities:</b>  <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>To work to ensure the Home maintains standards required within the Quality Standards.</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>To undertake any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the Job Description in specific terms.</p>	<p>Challenges inappropriate behaviour.</p> <p>Exemplifies safe working in line with health and safety and safeguarding protocols and procedures.</p> <p>Shows understanding of the risk management system</p>
<p><b>The post holder will perform any duty or task that is appropriate for the role described</b></p>	

<b>Person Specification</b>	
<p><b>Education and Knowledge</b></p> <p>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.</p> <p>Basic knowledge of the Children Act 1989.</p> <p>Must have an understanding of the safeguarding issues which may impact on people in care.</p> <p>Must have an understanding of physical, emotional, cultural, racial and individual needs in a residential setting.</p> <p>Must have an understanding, awareness of &amp; commitment to equality issues.</p>	<p><b>Personal skills and general competencies</b></p> <p>Puts into practice the Council's commitment to excellent customer care.</p> <p>Works efficiently and effectively and actively looks for ways of improving services and outcomes for customers.</p> <p>Works well with colleagues but also able to work on their own initiative.</p> <p>Shares the Council's commitment to providing a safe environment for customers and staff and also treating all with respect and consideration</p> <p>Commitment to self development and training. Including a willingness to undertake training as identified (particularly Level 3 qualifications).</p> <p>Ability to work within a stressful environment and manage own stress.</p> <p>Excellent time-keeping.</p> <p>Able to demonstrate patience, flexibility, integrity, resilience, enthusiasm and sensitivity within good parenting principles and present as a good role model for young people.</p> <p>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>
<p><b>Experience</b></p> <p>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.</p>	
<p><b>Role Dimensions</b></p>	

1. Residential care
2. No financial responsibilities
3. No direct reports

*Please attach a structure chart*

Date