

<b>Job Title:</b> <b>Residential Care Worker (CDS)</b>	<b>Department:</b> <b>Children and Families</b>	<b>Post Ref.</b>
<b>Job Purpose</b> To provide safe, supportive and positive care to all residential children and young people, this will include pro-active involvement in all aspects of their day to day social and educational care. The post holder will follow a rota pattern of work which will include a variety of shift patterns including evenings, weekends, bank holidays, awake-night duties and sleep ins.		
<b>Key Responsibilities</b>  <ol style="list-style-type: none"><li>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.</li><li>2. To adopt a strengths-based approach to their work with children, young people, colleagues, and outside agencies</li><li>3. To provide a high standard of care to children and young people which is efficiently and effectively delivered within organisational policy and statutory requirements.</li><li>4. To provide care within an environment that positively integrates race, culture, gender, disability and sexual orientation.</li><li>5. To ensure 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.</li><li>6. To maintain a current knowledge of legislation, practice issues and developments locally and nationally in their field of work.</li><li>7. 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</li><li>8. To act as an advocate for the children and young people in your care</li></ol>		<b>Key Accountabilities</b>  <ol style="list-style-type: none"><li>1. Sets a personally high standard of customer service and puts into practice the Council’s commitment to excellent customer service – portraying a professional image.</li><li>2. Builds positive personal relationships with children and young people, with colleagues, and partners - acting as a role model providing appropriate support, advice and guidance.</li><li>3. 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.</li><li>4. Challenges inappropriate behaviour.</li><li>5. 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</li><li>6. Exemplifies safe working in line with health and safety and safeguarding protocols and procedures.</li><li>7. Shows understanding of the risk management system.</li><li>8. Works collaboratively with colleagues and peers, offering support, ideas and constructive challenge.</li><li>9. To be committed to the ethos and philosophy of group living.</li><li>10. To be committed to the County Council’s equality policies.</li></ol>

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| <ol style="list-style-type: none"><li>9. To have an understanding and knowledge of child development.</li><li>10. To communicate effectively and professionally verbally, non-verbally, in written form and IT.</li><li>11. To have knowledge of, and an ability to apply, relevant Health and Safety Legislation, and any other relevant legislation.</li><li>12. To establish effective relationships with the local community., working in partnership with other professionals, community groups, voluntary and statutory agencies.</li><li>13. To implement and contribute to effective approaches for managing challenging behaviour, following MAPA training principles and strategies.</li><li>14. To implement child care plans and other associated plans e.g. risk assessments etc.</li><li>15. To communicate effectively, professionally and sensitively with children, young people and their families, and relevant professionals. Using a range of mediums such as PEC's, Makaton, Signs and Symbols.</li><li>16. Performing personal and intimate care tasks with complex physical and learning-disabled young people, (in addition to moving and handling tasks and routines).</li><li>17. 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)</li></ol> |  |
| <b>The post holder will perform any duty or task that is appropriate for the role described</b>  |  |

## ***Person Specification***

### **Qualifications, Experience and Knowledge**

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. Basic knowledge of the Children Act 1989.
3. Must have a minimum of 6 months experience of working with children, young people or adults with a disability either in a voluntary, work or other relevant setting.
4. Must have an understanding of the safeguarding issues which may impact on people in care.
5. Must have an understanding of physical, emotional, cultural, racial and individual needs in a residential setting.
6. Must have an understanding, awareness of and commitment to equality issues.
7. Good listening skills (lifted from RNCW JD)
8. Must have some knowledge of, and an ability to manage, challenging behaviour.
9. Ability to engage with children and young people to develop their interests and skills in through a range of social activities.
10. Must hold a full driving licence (not required in all settings).

### **Role Dimensions**

1. Working within one of our homes for children with disabilities
2. Limited financial responsibilities (petty cash and children's pocket money)
3. No line management responsibilities

### **Personal skills and general competencies**

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 providing 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 work on a rostered basis, including weekend and unsociable hours which may include sleeping in duties, bank holiday working and awake night duties.