

## Positive Futures Homes

### Job Description - Residential Care Worker (Children and Young People)

<b>Job Title</b>	Residential Care Worker– Children and Young People	<b>Line Manager</b>	Registered Manager Deputy Manager
<b>Salary</b>	£10.00-£12.00 per hour Sleep in allowance £55.00	<b>Direct Reports</b>	None

#### **1 Job purpose**

To assist in the role of a Corporate Parent ensuring that the best care is provided whilst meeting and complying with Ofsted and the Quality Care standards at all times. To provide excellent care for children and young people and support them as they are transitioning into young adulthood within the home and as they move to live independently.

The post holder will be required to work within the legislative framework and company policies and procedures.

#### **2 Duties and responsibilities**

- I. To contribute to ensuring that the physical, emotional, and identified primary care needs of the children and young people are met through the development and consistent supportive and caring environment.
- II. To establish positive, trusting relationships with the children and young people and assess their needs. To also work closely with Social Care with the implementation and delivery of Care Plans/Pathway Plan and Risk management/support plans
- III. To support and develop the mental and physical health and wellbeing of children and young people in our care
- IV. To provide effective safeguarding of children and young people in our care
- V. To refer to the appropriate manager immediately upon any suspicion, evidence, or allegation of any concern, especially in relation to incidents of violence or child protection issues, in accordance with safeguarding procedures and whistle blowing procedures.
- VI. To communicate professionally and effectively with children and young people, team members, professionals, and other stakeholders
- VII. To maintain and update all required recordings, with reference to daily records for children and young people
- VIII. To be aware of the current legal, professional, and administrative practices and procedures that apply within the Residential Children's Home. In addition to keep abreast of development within

the sector including, but not limited to, policies and legislations, children's home regulations and the quality standards, confidentiality and data protection.

- IX. To act as a Key Worker for a specific child or young person as and when required.
- X. To fulfil your role as a carer, enabling and offer advice and guidance to children, young people in financial areas such as the purchasing of clothing and toiletries as well as supporting their attendance at appointments, meetings and social events. Record and maintain accurate records of any expenditure to meet audit requirements.
- XI. To role model for children, young people and support life skills and development activities that builds independence, and confidence of children and young people.
- XII. Liaise with children, young people and help them to maintain contact with family and friends and community in a professional manner, whilst respecting confidentiality and always adhering to their care planning.
- XIII. To contribute to the provision of a positive, welcoming, and stimulating environment for the children, young people, visitors, and stakeholders. This includes household duties and light maintenance of a family home.
- XIV. To uphold the Equality and Diversity policy and maintain health and safety standards.
- XV. The service operates 7 days a week, 24 hours a day, therefore it is a requirement of the post that you undertake night duties and take part in a duty rota.
- XVI. To carry out any other reasonable duties as required by your line Manager.

**END OF JOB DESCRIPTION.**

## Personal Requirements

### **NOTE TO APPLICANTS:**

Whilst all points on the specification are important, 'D' is desirable. Those marked 'E' (essential) are the key requirements. You should pay particular attention to these essential points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

Areas of responsibility/ requirements	Requirements	Measurement			
		A	T	I	D
<b>Working with Children and Young People</b>	At least 12 month's experience of working with children, young people within youth, education, or residential setting. <b>(E)</b>	Y		Y	
	Demonstrate an understanding of the importance of promoting independence and dignity in a residential setting <b>(D)</b>			Y	
	Demonstrate the ability to follow care plans, monitor progress and contribute to discussions to ensure the young people's needs are met to a high standard. <b>(E)</b>	Y		Y	
	Awareness of the principles behind the, Quality Standards 2015, including regulations Children Acts 1989 and 2004, Leaving Care Act 2000, Working Together 2018 Care standards Act 2000	Y		Y	
	An understanding of the Social, Cultural, Physical and Emotional needs of children and young people, especially those with challenging behaviour. <b>(E)</b>	Y		Y	
	An understanding of Social Care and its relationship to the provision offered to children and their families. <b>(E)</b>			Y	
	An understanding of the reasons for social conflict and its impact on the child or young person, their family and society. <b>(E)</b>	Y		Y	
	Awareness of safeguarding processes and relevant safety issues. <b>(E)</b>	Y	Y	Y	
	Ability to deal with difficult, demanding, and stressful situations appropriately and objectively.	Y		Y	
	Ability to motivate individual or groups of children and young people through social and leisure activities, towards developing personal and social skills. <b>(E)</b>			Y	

	To have a respectful, calm, nurturing approach with young people. <b>(E)</b>	Y		Y	
	Committed, patient and understanding. <b>(E)</b>	Y		Y	
	Professional approach and appearance required. <b>(E)</b>	Y		Y	
	Ability to participate in the implementation of individual care programmes for children and young people. <b>(E)</b>		Y	Y	
<b>Team working/ Communication</b>	Ability to communicate at all levels <b>(E)</b>	Y	Y	Y	
	Effective written and numerical skills <b>(E)</b>	Y	Y	Y	
	Ability to work on own initiative or as part of a team, to meet the needs of children on an individual or group basis. <b>(E)</b>	Y	Y	Y	
	Ability to work in partnership, and maintain professional relationship with children, young people, and relevant others. <b>(E)</b>			Y	
	Ability to use relevant IT software, particularly Microsoft packages, and awareness of social media communications. <b>(E)</b>	Y	Y	Y	
<b>Flexibility</b>	Willingness to work at more than one location or site if required. <b>(E)</b>	Y		Y	
	Flexible approach to work with a willingness to cover for colleague's annual leave, Sickness etc. <b>(E)</b>	Y		Y	
	Willingness to work a rota system to include sleep in's, weekends and bank holidays as required <b>(E)</b>	Y		Y	
<b>Equal Opportunities</b>	To demonstrate anti oppressive & discriminatory practices. <b>(E)</b>			Y	
	Awareness of the Equality Act 2010, understanding and commitment to the pursuit of equality of opportunity in terms of service delivery. <b>(E)</b>	Y			
<b>Training &amp; Development</b>	Willing to work towards a Level 3 Diploma qualification in Residential Child Care (England). <b>(E)</b>	Y		Y	
	Willingness to undertake relevant training and development to enhance service delivery. <b>(E)</b>	Y		Y	
<b>Other</b>	Willing to undertake an Enhanced DBS check <b>(E)</b>	Y			Y
	Valid driving licence <b>(D)</b>	Y			Y
	Ability to travel within LCR <b>(E)</b>	Y		Y	
	Willingness to accompany young people on activities or holiday outside of the LCR area <b>(E)</b>	Y		Y	
	Demonstrate the ability to work within a team and alone without direct supervision <b>(E)</b>	Y		Y	
	An agreement to undertake domestic duties and light maintenance within the Home. <b>(E)</b>			Y	

**A:** Application    **T:** Test    **I:** Interview    **D:** Documentary evidence



Please email your completed application form demonstrating how you meet the essential criteria for this role to [info@pfhomes.org.uk](mailto:info@pfhomes.org.uk)

All data will be treated in line with GDPR.

The recruitment process aims to create and maintain a safe workforce and contains robust vetting procedures. The successful applicants will be appointed subject to references and enhanced DBS check.