

Residential Child Care Worker

Job Description

Directorate:	Education and Children's Services		
Service:	Children's Residential		
Location:	TBC		
Salary range:	£28,142 - £32,062	Grade:	6
Reports to:	Home Manager	Staff responsible for:	N/A

Job purpose and scope

The primary purpose of this role is to provide direct and practical support and advice to families and children accessing children's residential/outreach services.

As a Residential Child Care Worker, you will take responsibility for key working in residential and other related children and young people's settings. The role involves working with young people and families in the local community in support of the Outreach service, to support the ethos of reducing the numbers of Children Looked After.

The role also requires you to work as part of a multi-agency team, supporting and assisting other agencies and LCC colleagues in the assessment, planning, delivery and evaluation of services to children and young people. You will also be involved in induction, mentoring and training of colleagues.

Performance Indicators

Consistently work towards meeting and exceeding the Key Performance Indicators (KPIs) set out by the service to ensure high standards of care, compliance, and operational effectiveness.

Accountabilities/Responsibilities

Key Responsibilities:

- To plan, organise and facilitate group activities, and individual support for families, children and young people.
- To produce and maintain records on an Integrated Childrens System.
- To work in a flexible manner as part of a multi disciplinary team whilst working in partnership with other agencies.
- To attend and participate in meetings as appropriate and as directed by the Registered Manager.
- To assess, review and evaluate the care planning of young people on a regular basis and provide written and/or verbal reports as and when required.
- To assess and manage risks to self and others in line with LCC policy and protocol and Quality Care Standards
- To ensure that young people are safeguard and that this is regarded as a primary role and responsibility.

Additional Responsibilities:

- To promote partnership with parents and carers as directed by the Children Act and other relevant legislation.
- To plan and prepare children and young people for admission to and discharge from residential care.
- To work together with all relevant professionals and agencies in the assessment and implementation of plans to meet the needs of children and young people.
- To prepare, implement and review programmes for individual children and young people, and where appropriate assess and plan for young people to gain independence skills in the preparation for leaving care.
- To assist children and young people to manage their behavioural difficulties or vulnerabilities.
- To undertake relevant training underpinned by the service ideology and to assist in meeting the training needs of other staff and volunteers, as required.
- To attend and participate in staff meetings.
- To visit parental/carers homes, schools, colleges or other settings as required.
- To support less experienced staff by offering advice, guidance, information and support.
- To facilitate meetings which allow young people to have a say in the running of their home

This list is not to be regarded as exclusive or exhaustive – there may be other duties and requirements at the same responsibility level associated with the post.

Other

- **Equal Opportunities**
We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.
- **Health and safety**
All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.
- **Customer Focused**
We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.
- **Safeguarding Commitment**
We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.
- **Skills Pledge**
We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and numeracy if they do not have one already.

Our Values

We expect all our employees to demonstrate and promote our values:

- **Supportive**
We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.
- **Innovative**
We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.
- **Respectful**
We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.
- **Collaborative**
We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

Person Specification

All the following requirements are essential unless otherwise indicated by *

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

Qualifications

- CQSW, DipSW, CSS, QCF3 to 5, NVQ Level 3 or equivalent*

Experience

- Working with older children and young people.
- Experience in working with young people and their families in a residential setting.*

Knowledge, skills & abilities

- Knowledge and understanding of the needs of children and young people.
- Knowledge and understanding of service user confidentiality.
- Knowledge of relevant legislation.
- Working knowledge of relevant legislation.*
- Knowledge of child development and associated needs.*
- Ability to communicate effectively in both written and verbal manner.
- Ability to respond appropriately to challenging behaviour.
- Ability to work as part of a team.
- IT Skills.

Other essential requirements

- The appointee will be expected to attend work on a regular basis, including weekend working and bank holidays (where required). Work will be undertaken on a Rota basis.
- There is a sleeping in commitment, for which the appropriate allowance will be paid.
- Commitment to equality and diversity.
- Commitment to health and safety.

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- Display the LCC values and behaviours at all times and actively promote them in others.
- This is an essential car user post*
You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive