

RESIDENTIAL WORKER

**Willow House Statement of Purpose**

**To work with young people in an agreed model detailed in the home’s Statement of Purpose.**

**Reporting Relationships**

**Responsible to: Registered Manager**

**Key Duties:**

• Working together with social workers, residential staff, and practitioners to implement practical and emotional support, promoting a strong culture of collaboration built through joint working and a shared vision in supporting the child.

• Meet the needs of children and young people, using a restorative approach, developing strong relationships to support children to make their own decisions and actively engage.

• Delivery of direct work with children through their plans of support.

• Developing and maintaining strong partnerships with other services, the community, and agencies to deliver a holistic service to children with specific needs.

• Delivery of specialist interventions and programmes.

• As part of the staff development process, to undertake other duties at a higher responsibility level commensurate with relevant experience and ability as directed by the Registered Manager, within the framework of the employees Performance Development Review.

• To work as part of a multi-agency team, contributing to Placement Plans, Care Plans and Pathway Plans (where applicable) for each child or young person and help to formulate clear aims and objectives as necessary

• To act as a key worker to a child and be a positive role model for children and other staff in a range of contexts

• Organising, providing, and participating in stimulating activities for young people during their leisure time, which may also include holiday breaks with the children and young people away from the Children’s Home (usually between four to fourteen days)

• To communicate effectively with children, families, colleagues, the community, and other agencies to share information and skills.

• To effectively safeguard and protect children, as per our safeguarding policy, protocols and procedures.

• To attend appropriate continuous development activities as are required and suitable, in

agreement with the line manager.

• To have responsibility for safe and appropriate working practices following the policies and procedures of the Children’s Home.

• To complete recording, monitoring, planning and evaluation systems in line with Service processes and requirements.

• To attend and participate in all team meetings and all appropriate meetings as directed.

• To attend and participate in all training and development activities required as part of the role.

• To build working relationships with other professionals and agencies, supporting an effective multi-agency liaison and work effectively as part of a multi-agency team.

• To maintain an up-to-date knowledge, including relevant policies and legislation and ensure that it is shared and promoted appropriately.

• To undertake training as necessary. Induction Courses and both internal and external training courses (including QCF Level 3 Children & Families if not already completed).

• To commit to undertaking QCF 3 Children & Families within 6 months of being in post. You would need to be prepared to undertake some research and study to further your training when off duty.

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Health and Safety**

Ensure a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the County Council Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups. The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Work Pattern**

Ability to work on a flexible basis. Available to work shifts, including some

weekends as part of a rota and public holidays. To join holiday activities away from the

home for a number of nights and to cover for emergency arrangements including

rota changes and extra sleep-in duties.

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PERSON SPECIFICATION

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| **Criteria** | **Measured By** |
| **Qualifications/Professional membership**  • NVQ Level 3 in Caring for Children & Young Persons or equivalent or be prepared to work towards this qualification.  • GCSE or equivalent in 5 subjects, including English and Maths | A/I |
| **Knowledge and Experience**  • Work with children in an advisory capacity  • Work with children in a care setting  • Regulations in respect of residential care for children  • Basic understanding of the Children Act 1989 and 2004, and Care Matters: Transforming the Lives of Children and Young People in Care  • Understanding of reasons children become Looked After and legal routes   * Understanding of Child Protection/Safeguarding issues Giving physical care (which could include dressing, feeding, and bathing) * Giving appropriate advice and guidance to individuals or groups * Keeping records and writing reports * Creating opportunities for creativity and fun * Helping residents deal with challenges with an aim to becoming independent (such as teaching them everyday skills like shopping or budgeting)   • Able to demonstrate an understanding of the needs of young people  • Able to demonstrate an understanding of the principles of Anti- Discriminatory Practice, Diversity, and Equal Opportunities in the context of service delivery and employer responsibilities | A/I |
| **Skills**   * Good literacy and numeracy skills * To be able to independently interpret and analyse information and facts to solve varied problems. * To be able to demonstrate caring skills to meet the welfare needs of our clients and * To be able to advise and guide our clients to enable them to solve particular problems. * To be able to undertake routine assessment of needs, support planning, monitoring and review for and in partnership with clients and carers. * To be able to communicate with varied audiences both in person and writing. * To be able to operate a keyboard, our client database systems and employ basic computer knowledge and skills. * To be able to work using some initiative and under supervision. * The ability and experience to cope with significant emotional demands, caused by contact with clients who are seriously disadvantaged in some way. * Ability to work well with colleagues, including managers, as a member of a team * Satisfactory check through the Disclosure and Barring Service * Understanding of legal routes by which children become Looked After * Great communication skills – you will need to communicate clearly and respectfully with vulnerable people and make sure they understand the options which are open to them. * Patience, empathy and being able to relate to people of all ages and backgrounds. * Office skills like using a computer and filing, so you can update and track records. * Organisation and self-management skills to turn up on time and make good use of your working hours. * Being able to stay calm and mentally resilient in challenging situations. | A/I |

A = Application

I = Interview