

JOB TITLE: Residential Child Care Worker

RESPONSIBLE TO: Registered Manager / Director of Care and Education

SUPERVISED BY: Senior Residential Child Care Workers/Assistant Manager

PROFILE: To be responsible to the Registered Manager as a member of the staff team for the direct day-to-day care of the children and other supportive tasks and duties.

MAIN DUTIES

Professional Child Care Practice

- To provide primary basic care and a nurturing, (therapeutic) environment
- To be a positive role model for the child and encourage the child to develop meaningful relationships and attachments.
- To contribute to the normal development of the children to enable them to reach their fullest potential by providing a stimulating and varied lifestyle.
- To work with firm and consistent boundaries in order to create safety and containment for the children.
- To work with children and young people who because of past trauma display extreme challenging behaviour.
- To work alongside the child to help develop a true sense of identity and feel of self worth.
- To work alongside the Registered Manager/Social worker to provide a comprehensive history of a child's life.
- To be willing to learn how to identify signs of distress or abuse, and to ensure that children are monitored and protected.
- To be sensitive to the needs of individual children, taking account of race, culture, language and religion.
- To talk and listen to children, and to observe their behaviour, and record significant features.
- To be aware of the child's rights and to work in an anti-discriminatory and anti-oppressive manner.
- To work effectively alongside shift partner and other team members to ensure the child develops in a caring and consistent environment/atmosphere.
- To liaise, where necessary, with other professionals, i.e. schools, social services etc.
- To help child to integrate into mainstream school and social activities.
- To work alongside therapists to enable effective integration of care and therapy.
- To work with child and prospective carers to ensure child's successful integration into a family when placed.
- To assist in preparation for reviews, meetings and attend when required.
- To be a key worker of a child
- To perform ad hoc tasks as and when required.

Relations with Colleagues

- To act as a member of the staff team, supporting colleagues and being prepared to receive support as necessary.
- To participate in staff meetings.
- To act flexibly, within reasonable bounds, in order to ensure the necessary cover for the home.
- To inform colleagues of relevant developments, for example during handover.

Household Responsibilities

- To share in the practical activities necessary to maintain a home.
- To set high standards in home making.
- To care for the fabric, equipment and grounds.
- To be accountable for monies allocated for specific purposes.
- To take responsibility for running the household effectively, setting and maintaining high standards of cleanliness.
- To ensure the children have a balanced diet.
- To adhere to Health and Safety Regulations and Procedures.
- To be responsible for accurate, concise recording of information about the child.

Personal

- To keep abreast of good practice in order to develop skills, knowledge and experience, in accordance with your personal development and employment contract.
- To make use of regular supervision.
- To report to your line manager or other appropriate person, malpractice or evidence which may suggest it.
- To attend in-house and external training to develop skills, knowledge and experience.
- To commit to ongoing personal and professional development.

Residential Child Care Worker

Person Specification

	Essential	Desirable	Disqualifiers	Application	Interview	Probation Assessment	Written Statement
<i>Competencies</i>							
Work Based	Ability to communicate effectively with colleagues and other professionals				X	X	X
	Ability to demonstrate good verbal and written communication skills			X	X	X	X
	Ability to communicate effectively with children in a residential environment				X	X	X
	Familiar with all aspects of confidentiality				X	X	X
	Able to demonstrate practical skills in order to maintain a home				X	X	
	Able to demonstrate a knowledge and understanding of good parenting skills				X	X	X
	Able to respond positively to situations that arise whilst also working proactively to assist in improving current practices				X	X	X
	Able to work with challenging behaviour and restrain children if necessary and understand the importance of being able to keep a child safe				X	X	
	Able to be a key worker to a child				X	X	X

	Essential	Desirable	Disqualifiers	Application	Interview	Probation Assessment	Written Statement
Behavioural	Able to work within a team and on own initiative		X	X	X	X	X
	Able to respond quickly to changing demands and priorities			X	X	X	X
	Able to react calmly in stressful situations			X	X	X	X
	Able to learn organisational culture quickly			X	X	X	X
	To be able to cope with 'emotionally challenging' situations and to act appropriately under pressure			X	X	X	X
Qualifications and Training	Good standard of education to GCSE or equivalent	Further education in Social Care		X	X		
Experience	Experience of working with children in a residential environment			X	X	X	X
	Experience of working with challenging behaviour		X	X	X	X	X
Specific demands	Commitment to undertaking an NVQ or other relevant professional qualification		X		X	X	
	Commitment to working therapeutically with children		X	X	X	X	X

	Essential	Desirable	Disqualifiers	Application	Interview	Assessment	Written Statement
Special Requirements	Smart appearance				X	X	
	Hold a full clean driving licence		X	X	X	X	
	Able to work shifts, including sleeping in when required		X		X	X	
	Access to telephone		X	X	X	X	
	Able to work overtime if required		X		X	X	
	Ability to take part in various leisure activities with the children		X		X	X	X
	21 years of age or over		X	X	X		

Notes:

Desirable – If a cross is in this box it means that it is desirable that you can answer yes to that question, otherwise it is essential

Disqualifiers – If a cross is in this box this means that if you do not have this ability you will be disqualified.

Application – This needs to be demonstrated at application form stage.

Interview – This needs to be demonstrated at interview stage

Probation Assessment – Should you be appointed, the first 6 months will be your probationary period. During this time, you must demonstrate these skills

Written Assessment – It is important to write your written statement at application stage based on the person specification and demonstrate within this statement how mean these requirements.