



Job Title : Residential Support Worker

Responsible for : Children

Hours of Work: 37.5 hours per week

Salary: £26,970

Purpose of the role :

The support worker will work as a member of the team, working daily to provide emotional, spiritual, physical and intellectual support and guidance to the children and young people. This support will be provided in a warm and caring environment created by the staff team and management.

Duties and responsibilities:

- 1) Have shared responsibility for the day to day care and supervision of children and young people who live in the home which may include key worker responsibility for one or more young person aged 6-12 years old.**
- 2) Ensure that appropriate records are maintained particularly those detailing observations and/or assessment of each child and young person, in accordance with agreed policy and procedures.**
- 3) Engage with the psychologist and other professionals in ensuring the relevant therapeutic measures are implemented daily.**
- 4) Develop working relationships with other agencies to support the needs of the young people living in residential care eg education, youth justice.**

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- 6) To develop appropriate relationships that will promote the growth and development of the young people with the aim of encouraging emotional maturity and socially acceptable behaviour.**
 - 7) To establish a range of appropriate contacts within the local neighbourhood that will facilitate the involvement of the children and young people in outside activities.**
 - 8) To accompany the young people, when necessary, to places of worship, holidays, outings and other occasions.**
 - 9) To contribute to the daily life of the home through engaging with the children and young people in activities such as housework, maintenance of clothing, cooking and personal care.**
 - 10) Participate in staff meetings, consultations, group discussions and formal supervision as required.**
 - 11) Commitment to flexible working hours as the job will include evening, sleeping-in and weekend shifts.**
 - 12) To participate in and contribute to staff training programmes when appropriate.**
 - 13) To participate where appropriate in independence training and after care programmes for young person's leaving care.**
 - 14) To participate in the development of group work or other alternative approaches of working with children and young persons.**
 - 15) To participate in developing preventative family work programmes as required.**
 - 16) To be aware of and implement legislative and statutory requirements; eg the requirements of the Health and Safety at Work Order (NI) 1979 as it pertains to this post, and comply with the Trust's Safety Policies.**

This job description is not intended to be a complete list of duties and responsibilities, but indicates some of the main areas attached to the post of Residential Support Worker.

This job description may be amended from time to time, to take account of changing trends in social care relevant legislation, together with Employment Law.

If there is any part of the above job description which the post holder is unsure of, they must discuss this with their Line Manager at the earliest opportunity.

PERSON SPECIFICATION – Care Workers

Notes to applicants:

1. You must clearly demonstrate on your application form under each question, how you meet the required criteria as failure to do so may result in you not being shortlisted. You should clearly demonstrate this for both the essential and desirable criteria.
2. Shortlisting will be carried out on the basis of the essential criteria set out below, using the information provided by you on your application form. Please note the Trust reserves the right to use any desirable criteria outlined below at shortlisting. You must clearly demonstrate on your application form how you meet the desirable criteria.
3. Proof of qualifications and/or professional registration will be required if an offer of employment is made – if you are unable to provide this, the offer may be withdrawn.

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Education and Qualifications	<ul style="list-style-type: none"> • Minimum level 4 Qualification in any of the below areas: Social Work, Youth and Community Work, Occupational Therapy, Teaching, Nursing, Childcare and Health & Social Care. • Hold a current driving license valid for use in the UK and have access to a car on appointment. <u>Where</u> disability prohibits driving, this criterion will be waived if the applicant is able to organise suitable alternative arrangements. 	<ul style="list-style-type: none"> • Knowledge and skills around therapeutic models, as well as knowledge on TCI and the skills/qualities required to deliver these supports effectively. 	<ul style="list-style-type: none"> • Application Form – shortlisting. • Application Form/Interview
Knowledge, Skills and Abilities.	<ul style="list-style-type: none"> • 1 years' experience of working with children / young people. • Ability to communicate effectively. • Ability to maintain accurate documentation. • Ability to work in partnership with staff within and outside the programme of care. • Effective planning and organisational skills with an ability to prioritise workload. • Knowledge of statutory responsibilities to children looked after. 	<ul style="list-style-type: none"> • 1-3 years' experience of working with children / young people who have experienced significant trauma and a compassionate understanding of the associated behaviours. 	<ul style="list-style-type: none"> • Application Form • Application Form / Interview / Assessment • Application Form / Interview / Assessment
Skills and Abilities	<ul style="list-style-type: none"> • Ability to demonstrate reasoning, numeracy, literacy and technology skills to required standard. • Ability to work as a team, working closely with colleagues and other agencies. • Ability to solve problems. • Able to work within the principles of the Children's Act. • Demonstrate a sound working knowledge of Child Protection Issues and Procedures. • Excellent communication skills – both verbally and written. • Ability to produce reports and daily logs to an appropriate professional standard. • Working knowledge of the children's Order 1995. • Ability to work on own initiative and make decisions in a responsible and accountable manner. 		<ul style="list-style-type: none"> • Interview • References
Personal Attributes	<ul style="list-style-type: none"> • Good organisation skills • Ability to motivate and influence <u>others</u> • Good interpersonal skills • Capacity for Independent Travel • Approachable. • Honest and reliable. • Accountability; to be responsible for the work undertaken. • Motivated to undertake and promote daily activities with children. 		<ul style="list-style-type: none"> • Interview • References

NOTE: Where educational/professional qualifications form part of the criteria you will be required, if shortlisted for interview, to produce original certificates and one photocopy of same issued by the appropriate authority. Only those certificates relevant to the shortlisting criteria should be produced. If educational certificates are not available an original letter and photocopy of same detailing examination results from your school or college will be accepted as an alternative.

If successful, you will be required to produce documentary evidence that you are legally entitled to live and work in the United Kingdom. This documentation can be a P45, Payslip, National Insurance Card or a Birth Certificate confirming birth in the United Kingdom or the Republic of Ireland. Failure to produce evidence will result in a non-appointment.

Where a post involves working in regulated activity with vulnerable groups, post holders will be required to register with the Independent Safeguarding Authority.