

Job Description

POST: Residential Support Worker

RESPONSIBLE TO: Team Leader and Senior Team Leader

JOB PURPOSE:

- To provide a happy, welcoming, and motivating caring environment where young people can thrive.
- To be responsible for the direct day to day care and supervision of the young people.
- To safeguard and promote the welfare and development of the young people.

SPECIFIC RESPONSIBILITIES:

- Maintain a homely, friendly culture and environment within the home.
- Support young people in daily activities including family contact, attending local clubs, 1:1 activities in the community, promoting independence and social behaviour.
- To provide for children's physical needs as necessary, for example, by cooking, washing, ironing, shopping, bathing, budgeting or by enabling children to carry out such tasks for themselves
- Protecting children and young people from risks to their health and welfare.
- Manage the well-being and behaviour of young people ensuring behaviours are addressed promptly and sensitively.
- Be assigned a key child and play a pivotal role in their day-to-day life including attending reviews and liaising with external agencies and advocating their needs.
- Support and encourage educational engagement and attainment including homework and behavioural support within the education setting.
- Providing support for the children and young people in the home and promoting their independence and well-being.
- Maintaining a safe environment for young people.
- Ensuring the safety of the young people and maintaining an up-to-date knowledge of the individual's care plan, risk management plans, behaviour management guidelines, and preferred method of communication.
- Act in a professional manner at all times and develop and maintain good working relationships with the staff, parents, social workers and other professionals that may be involved in the young people's lives
- Be the young people's champion and as part of the wider team strive to ensure that they achieve their aspirations and full potential.
- To familiarise and adhere to all policies, procedures and guidance with regards to the care of the young people.
- To report immediately to the Team Leader, Senior Team Leader or Registered Manager any issues regarding Child Protection or Safeguarding.



- To always maintain confidentiality.
- To maintain clear and consistent boundaries
- To undertake any other duties that may be reasonably requested.
- To participate in regular supervision and training as designated, and to attend the in-house workshops.

Safeguarding children and young people

Kites Children's Service is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

The above is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall objectives of Kites Children's Services.

Signed:

Dated:

(Residential Support Worker)

Signed:

Dated:

(HR Advisor)



Person Specification

	Essential	Desirable
Qualifications	Willingness to undertake L3 Diploma for Residential Childcare.	Level 3 Diploma for Residential Childcare or equivalent
Professional Knowledge and Experience	Experience of working with children and young people.	Experience of working within a children's home.
Professional Skills	Keen and willing to learn and develop yourself. Excellent interpersonal skills. The ability to be reflective and self-evaluative. Maintain confidentiality. Ability to work in partnership with our multidisciplinary team.	Be a driver.
Personal Qualities	You MUST be a passionate and empathetic individual. Have a sense of perspective and the ability to rise to challenges. Enthusiasm. Flexibility. Resilience. Self-direction. You must be able to commit to the shift pattern.	

