



POST TITLE: Senior Residential Care Worker

The Role

“Children and young people in care tell us that they want to lead normal lives. They want to succeed in education, enjoy a wide range of positive activities and make a successful transition to adult life. We must help them to reach their potential by providing excellent parenting, a high-quality education, an opportunity to develop their talents and skills and affect the support for their transition to adulthood.”
DfES, 2007, p.5

You will be responsible for ensuring young people are supported and prepared to move onto independent living. You will ensure that high levels of emotional and physical care are planned, provided and applied in accordance with the home’s procedures and strategies.

You will be a Senior Residential Care Worker as per the ‘Childrens Homes Regulations 2001’ and required to fulfil the obligations set out in the ‘National Minimum Standards for Childrens Homes’.

Therefore, emotional sustainability, sound partnership practice, verbal and written communication techniques, the ability to form lasting relationships, commitment to working issues through, to be tenacious in working in a planned way to achieve the best outcomes for the young person through establishing small achievable targets are required.

You will be responsible for caring for the child as a whole, including emotional & educational support.

As a senior member of staff you will be expected to support other staff. An emphasis on staff development and coaching is a mandatory requirement.

“The reality for many young people in care is that education is the last thing on their minds: survival is their priority and for them the world is an unfriendly place.

It is only when these children are helped through these emotional problems, begin to feel good about themselves, develop a sense of belonging and can have fun that the world becomes an interesting place, full of opportunities – a place to explore. In this state of mind, children who have been rejected, neglected and abused become able and willing to take advantage of educational opportunities.”

Achieving Positive Outcomes for Children in Care. Pg82

The Senior Residential Care Worker is responsible to the Deputy on duty and the Registered Manager.

1. To take responsibility in ensuring the provision of a high quality of therapeutic care to children and young people.
2. To promote and fully support the delivery of Education & Educational Activities.
3. To ensure appropriate standards of practice are maintained that are consistent with principles, standards and philosophy stated in ABC Care Ltd (ABC) policies and compliant with current legislation and regulation as it relates to child care practices.
4. To exercise control over young people individually and within a group by the development and use of positive relationships whilst avoiding the use of confrontation and physical force.
5. To key-work up to two young people and facilitate good relationships with other agencies, family and carers.
6. To take a positive interest in the young peoples' educational progress, to monitor their homework and link with school in a parental capacity, in accordance with the care plan.
7. To help and foster the young person's interest in and understanding of the world they live in.
8. To maintain all records and administration.
9. To identify the religious, ethnic, gender and cultural needs of a young person and to contribute to meeting them by exploring facilities in the area and assisting the young person in making contact.
10. To contribute to the implementation, monitoring and reporting on individual care plans for young people who are looked after.
11. To contribute prepare reports prepared for meetings and presentation.
12. To provide a high standard of care for the young people.
13. To ensure young people attend meetings and appointments as required.
14. To Liase with external Agencies when required. (e.g. Police, Social Services departments) and family members.
15. To attend all staff/Internal meetings and contribute to staff team building.
16. To contribute to the professional growth of ABC.
17. To undertake cooking, cleaning, housekeeping and other 'home-making' tasks involving the young people according to their ages and ability.
18. To co-ordinate, attend and, where appropriate, chair service, staff and user meetings as required.
19. To provide effective leadership to a staff team.
20. To undertake any other duties reasonably required as directed.

JOB KNOWLEDGE, SKILLS AND EXPERIENCE

1. To hold, or work towards a Diploma Level 3 in Health & Social Care (*Children & Young People*).
2. 2 or more years of residential experience with children and young people
3. The ability to produce written reports on the progress of young people and work to high standards.
4. Professional commitment to development and training
5. Ability to coach & support staff