

Residential Support Worker

Reports to:	Deputy Manager, Senior Residential Support Worker.		
Department:	LAC and Permanency	Grade:	Scale 6
DBS Status:	Enhanced Child and Adult Barred	Politically restricted:	No
Job Purpose: 1. To provide a safe and secure home for young people 2. To promote a caring environment which provides young people with a high standard of specialised personal care, meeting individual needs and ensuring everyone is treated with respect and dignity and rights to privacy, independence and choice are met. 3. Children and Young Peoples Services provides a service to diverse communities in the borough of Brent, and all aspects of service delivery must be underpinned by a commitment to equality and diversity; a positive identity and potential through individualised care of each young person to achieve positive outcomes.			
Values Collaborate proactively. Lead inclusively. Embrace change. Be bold and curious. Celebrate and share our success.			
Overall Description The postholder will work as part of a residential care team providing care and support to children and young people living in a Brent Council Children's Home. The role operates within a 24-hour care environment and requires close partnership working with children, families, carers, social workers, education providers, health professionals and other agencies involved in the care and safeguarding of children and young people. The postholder will contribute to creating a safe, nurturing and therapeutic environment which promotes positive outcomes, wellbeing, independence and achievement for children and young people. The role requires flexibility to work shifts across a rota, including evenings, weekends, sleep-ins and waking nights, and to respond appropriately to the changing needs and risks presented within a residential childcare setting. The postholder will work within relevant legislation, Children's Homes Regulations, Quality Standards, Council policies and safeguarding procedures to ensure high-quality care and support is delivered at all times			
Job specific roles and responsibilities 1. The post holder must at all times carry out their duties with due regard to current legislation, Brent Council policies, procedures and guidelines, Children's Homes Quality Standards (2015) and Statement of Purpose, ensuring where not met appropriate action taken. The post holder must at all times carry out her/his duties			

with due regard to the Council's Customer Care, Equal Opportunities and Best Value Policies and incorporating the Council's Core Competencies.

2. Promoting and safeguarding the welfare of young people that the job holder is responsible for or comes into contact with and to regularly stay updated in relation to any changes within safeguarding legislation and policy.
3. The post holder will be required to work shifts on a rota basis outside of normal office hours including evenings, weekends, sleep ins and waking nights.
4. Ensuring a firm, caring, consistent, well-ordered environment is maintained at all times incorporating the difference of culture, race, religion, and gender in all aspects of the service.
5. Supervising young people and proactively support/encourage the development of their independent skills such as cooking skills etc.
6. Accompanying young people on recreational activities and demonstrating positive role modelling.
7. Working as part of a team to provide a programme of evening and weekend activities for young people.
8. Promoting the social and emotional well-being and development of young people and to consistently strive to further develop these skills.
9. Work in partnership, maintain professionalism and effective channels of communication:
 - Staff – internally and externally
 - Young people
 - Parents, Carers and other family members
 - Social Workers
 - Educational staff
 - Medical personnel
 - Other professionals with a concern for the young person's needs
10. Undertaking any administrative tasks linked to the care of the young people e.g., keeping appropriate records, making reports as required by the Home and any regulatory bodies.
11. To maintain a log of all accidents, incidents, or physical intervention and to challenge suspected inappropriate practice according to policies and procedures.
12. To participate in case reviews where necessary and to provide support and assistance when difficulties arise.
13. Keeping up to date with the Home's policies and to follow them at all times.
14. To assist in developing strategies in behaviour management and to take a role in managing the young person's challenging behaviour, implementing the strategies agreed.

15. Assisting with the medical and physical needs young people and to ensure that all young people are encouraged to take part at some level, no matter what the ability.
16. Promoting young people to reach their own targets.
17. Ensuring healthcare needs of the young people are met, including making appointments and accompanying them and completing written reports following their attendance.
18. To ensure all medical and clinical procedures are carried out safely (undergoing any relevant training to enhance your skills).
19. To report immediately to management any noticeable changes in health, behaviour or circumstances of young people while maintaining their right to privacy and confidentiality.
20. To be a key member of the care team and have the ability to work within a team.
21. To be innovative, creative, and flexible, and has an open mind and a willingness to learn.
22. Able to demonstrate empathy, sensitivity, self-awareness, and acceptance of others.

OTHER DUTIES

23. To participate in annual performance appraisals and undertake relevant team training and engage with continuous professional development activity.
24. To be responsible for the health and safety of self and others (in accordance with the Home's Health & Safety Policy).
25. To support with young people's daily educational needs and to provide a 24-hour learning environment, with vocational activities and also helping with the development of their numeracy and literacy skills.
26. Provide cover in other areas as required.
27. To co-operate with the employer in carrying out any duty required as part of their normal duties.
28. To make secure all buildings on leaving the home.
29. Work towards completion of a NVQ level 3 or 4 in Children and Young People's Services and for this to be completed with two years in line with the Children's Home Regulations 2015.
30. The post holder may be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time. The above duties and responsibilities do not include or define all tasks that may be required by the post holder. The duties and responsibilities may vary without changing the general character or the level of responsibility entailed. The Local Authority reserves the right to vary duties and responsibilities at any times.

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults.

We are committed to an inclusive workplace where everyone is treated with dignity, respect, and fairness. All employees are expected to promote equality, diversity, and inclusion, and candidates may be assessed on their ability to contribute to an inclusive working environment.

Undertake any other duties commensurate with the general level of responsibility of this post.

Essential Requirements (key skills & qualifications)

There are no essential qualifications required to apply for this role

Knowledge and Qualifications

1. Demonstrable an awareness of: The Children's Home (England) Regulations 2015, Quality Care Standards, Looked After Regulations, Children Act 1989, Ofsted regulations, other relevant legislation, and regulatory inspection requirements.
2. Demonstrable knowledge of budget management.

Experience

1. Knowledge of the needs and issues impacting for children in care.
2. Evidence of working as a member of a team to achieve service outcomes.
3. An awareness of confidentiality and its implications.
4. Previous experience of working with vulnerable young people.
5. Empathetic caring manner and ability to build trusting relationships with young people.
6. Suitability to work with client group.
7. Ability to work with a heavy and varied workload.
8. Can demonstrate an understanding of young people's needs and effects of young people and family's history.
9. To provide basics for physical and emotional wellbeing of young people.
10. Ability to work flexibly and autonomously and demonstrate confidence in work role.
11. NVQ level 3 in Child Care or demonstrate the ability and motivation to work towards gaining this qualification.
12. Any relevant work in the caring professions.
13. To be able to develop creative and effective activity sessions to promote relationship building.

Skills and Abilities

1. Ability to meet the needs of young people from a wide variety of backgrounds in a non-discriminatory manner
2. Communication skills
3. Good recording skills
4. Effective oral and written communication skills.
5. Ability to deal effectively with difficult and abusive behaviour.
6. Negotiating skills.
7. Empathetic caring manner and ability to build trusting relationships with young people.
8. Suitability to work with client group.
9. Ability to work with a heavy and varied workload.
10. Ability to work flexibly and autonomously and demonstrate confidence in work role.

11. Ability to work flexibly including evenings, sleep-ins, and weekends.

Budget Responsibility
Overall Headcount

Within reason these key deliverables may evolve to meet service need and it is expected that the postholder will be flexible and adaptable in their delivery to meet both service and council wide needs