



Senior Residential Child Care Worker

Service	Reporting to	Location	Grade
Residential	Deputy Head of Home/ Head of Home/ Service Manager	Barton Moss Secure Care Centre	3B (+ 2 increments for evening/ weekend working)

About the role

- You will undertake formal supervision of staff and contribute to the induction, training and development of the staff team.
- To run the shift, taking responsibility for appropriate decision making, consulting with senior managers or the Duty manager. When necessary deputise for the Deputy / Head of Home in their absence.
- To take responsibility as agreed with the Head of Home for specified significant areas of work within the home, such as preparing the rota, ensuring programmes of activity are in place, completing administrative and recording procedures, supervising the accounts (with management oversight), checking that case records are up to date and in order and that key working and planning are effective.
- You will work effectively as part of a wider multiagency team to ensure that the needs of children are met.
- You will be directly involved in the care and development of children making sure that they have appropriate plans in place, they know their options and their views are listened to.
- You will support children in all areas of their lives including physical, emotional health, forming relationships, developing life skills, keeping safe, education/ training / employment and support transition into the community.
- You will act as a key worker for children, advocating for them in a professional manner where required.
- You will take a positive interest in the Children's development, maintaining contact with the family/ carers, and any other professionals, including attending meetings and reviews and providing reports and information as necessary.
- You will demonstrate an awareness and knowledge of child protection and safeguarding procedures and participate in assessing risks, managing risk appropriately through a risk managed (not risk averse) approach.

Job code:
Job score:
Date of evaluation:

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- You will be flexible, working on a rota system, including sleep in duties, evenings and weekends shift work, as required to meet the needs of the service
- You will work on your own initiative, and will be able to demonstrate resilience, and a solution focused approach to issues that arise, working with children and their families / carers in order to help them rebuild relationships, increase their achievements, reduce their risks and build on their strengths.
- You will understand the impact of trauma, neglect and early adversity on adolescents.
- To carry out duties in accordance with health & safety at work act, adapting safe working practices, in accordance with the organisations policies & procedures.

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Key outcomes

- Children within the Residential Service are actively engaged in their individual care and intervention plans and are motivated to achieve positive outcomes. They are supported to make steady progress, reach their full potential, and develop educational, vocational, and life skills within a safe, nurturing, and inclusive environment that promotes equality and diversity.
- Children are empowered to have a meaningful voice in decisions that affect their lives, with the views of families and carers actively valued to improve outcomes. Through positive relationships and consistent support, young people develop confidence, resilience, independence, and the skills needed to achieve their goals and contribute positively to their communities.
- Children are safely supported through well-planned transitions, including reunification with families, progression to independent living, movement through the secure estate, discharge from care, or return to the community. Transition planning ensures continuity of care and promotes long-term stability and success.
- The safety and welfare of children and vulnerable adults is always paramount. Risks are identified and managed appropriately, and any concerns regarding harm, abuse, or neglect are responded to promptly and effectively. Outcomes are strengthened through multi-agency collaboration, advice, and guidance, underpinned by a strong commitment to the welfare and best interests of vulnerable children
- As a Senior Residential Child Care Worker you will demonstrate a commitment to the Residential Services, helping to ensure that services are responsive to the needs of the children and their families / carers.
- The staff team will feel supported and developed creating a safe learning culture at Barton Moss.

What we need from you

The role involves modelling organisational values, providing high-quality care, and ensuring the wellbeing and safety of children in a residential setting.

Essential Requirements

- Previous experience working with children in residential or similar environments.
- Level 3 Diploma in Residential Childcare (or willingness to achieve within two years).
- Completion of all mandatory training and an Enhanced DBS check.
- Ability to work flexibly, including sleep-ins and occasional movement between homes.
- A passion to lead and develop a staff team, whilst promoting a positive learning culture.

Key Responsibilities

- Provide physical, emotional, and developmental care in line with care and placement plans.
- Support children to regulate behaviour safely, using trained physical intervention only as a last resort.
- Promote health, wellbeing, and multi-agency partnership working.
- Administer and record medication in line with policy.
- Maintain financial accountability and adhere to Council policies, procedures, and codes of conduct.
- Ensure confidentiality, GDPR compliance, and high standards of professional practice.
- Write, implement, and review care plans, using professional judgement and specialist guidance.
- Demonstrate trauma-informed and restorative practice.
- Uphold safeguarding standards and comply with Children's Home Regulations and National Quality Standards.
- Communicate effectively with a wide range of individuals and agencies.
- Use ICT competently (Word, email, databases, internet).
- Promote equality, challenge discrimination, and value diversity.
- Engage in reflective practice, supervision, and continuous professional development.
- Support managers, model good practice, escalate concerns, and represent the home in meetings.
- Share relevant local/national developments with the staff team.
- Undertake any duties appropriate to the role and its grade.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You will also complete specific training including Medication, Food Hygiene and Trauma Informed Practice.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteforapprenticeships.org/) website.

Tailored Development

We would support you in your leadership skills, where you can make a positive difference with children and also the staff team. We would support you in developing your career

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea](#) website.

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride **Passion** **People** **Personal responsibility**

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

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