



Job Profile and Working for Stockport

Our Council

Join us at Stockport Council – MJ Local Authority of the Year 2025

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team**.

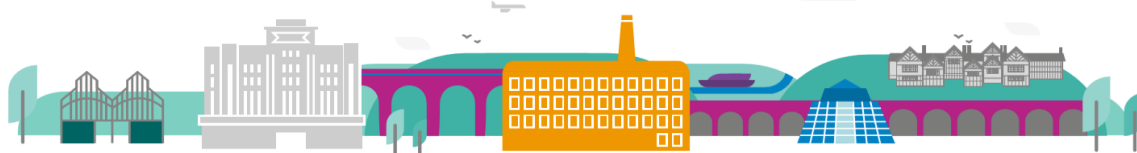
Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>





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About the Job

Role:	Casual Residential Support Worker
Service Area:	Children's Services
Directorate:	Services to People - Childrens
Salary Grade:	Scale 5

Main Purpose of the Job

Within the framework of legislation, agreed Authority policies and procedures, to provide a stable, consistent and caring environment for young people looked after by the Local Authority; and to work actively towards the young person returning to parents or other carers, or moving to independence.

Ensure standards for the maintenance of registration standards and compliance with the National Care Standards Act 2000 and Children's Home Regulations

To be accountable to the Residential Support Worker and registered Manager for the quality of the work provided in the Care, Development and Protection of Looked After Children.

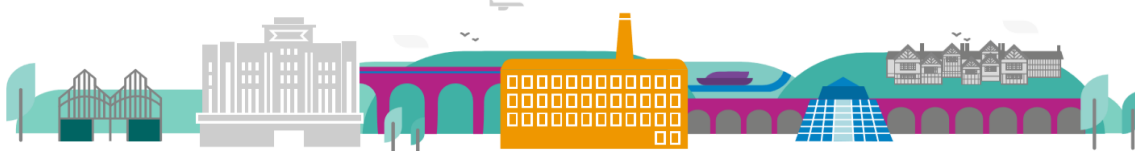
Key Responsibilities

- Providing support and care for the young people in all aspects of their well-being
- Being a positive role model and giving guidance to the young people and other staff
- Undertaking a lead role in ensuring the welfare of each child in placement
- Ensuring the children have good hygiene and preparing meals and snacks for them
- Cleaning and maintaining the interactive areas of the home
- Organising activities and developing curriculum for the children
- Developing and following a schedule for the children
- Keeping records of the children's progress, interests and challenges

Monitoring Admissions

To carry out an admissions in a sensitive and caring manner so that the young person feels safe, secure and accepted, and his or her immediate needs are met i.e.:-

- Liaise with family and other agencies to gather information and give details of placement.
- Arrange introductory visits to the home for the young person and his/her carers where possible
- Provide emotional support to young people in order to minimise trauma of separation from family and admission to Local Authority care.
- Ensure immediate physical needs are met e.g. clothing /diet.
- Arrange medical examination as per Regulations under the Children Act.
- Discuss with young person the house rules and other essential information e.g. how to make a complaint, SOP.



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- Complete relevant forms, make up personal file, obtain documentation such as consent to medical treatment, arrange for young person to receive pocket money, bus fare etc.
- Participate in drawing up an initial care plan and risk assessment that includes arrangements for contact and takes account of the young person/s views and feelings.

Assessing Children's Needs

To establish relationship with the young person in planned manner in order to get to know him/her and hence his/her needs. This includes: -

- Involvement with the young person in daily living tasks and leisure activities.
- Planned key work sessions to discuss the young person's perceptions as to why he/she is in care and what he/she wants for the future.
- Monitor patterns of behaviour by direct observation and discussions with other staff.
- Continue liaison with other persons directly involved with the young people, both family and other agencies.
- Maintain accurate records about young people.
- Contribute to planning meetings, verbally and by written reports.
- Support young person in making his/her views known, either verbally or in written form, as required by the Children Act.
- Assessing nature of relationship with family during contact arrangements.

Preparing, Implementing and reviewing Plans for Child Development.

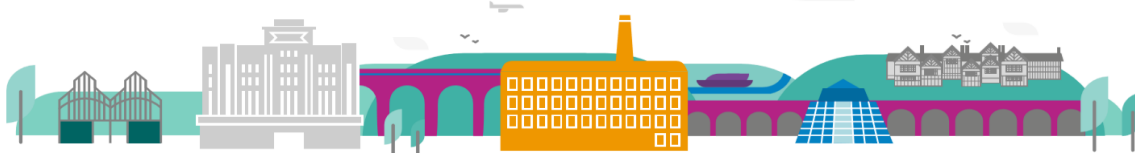
To be involved with other key staff in the planning meeting process, in which an individual plan is drawn up, put into practice and subsequently reviewed. This includes: -

- Regular monitoring of the young person and other key individuals, amending details as appropriate.
- Undertake direct work with young person, e.g. assessing level of emotional attachment between young person and his/her parents; re-integrating young person into school.
- Being available to counsel young person as appropriate.
- Maintain appropriate records of work undertaken and young person's progress.
- Ensure plans happen e.g. arrange transport, ensure attendance at relevant appointments.
- Ensure an environment exists in which young person can develop appropriately e.g. appropriate level of privacy.
- Helping young people to understand their early life trauma and past and enable them to develop strategies.

Supporting Children to manage with Behaviour Difficulties or Particular Vulnerabilities.

To enable young people to recognise the cause and effect of their behaviour, the reasons for it and the needs for change. This includes: -

- Accepting that extremely difficult and sometimes violent behaviour is a part of a young person's response to his/her previous traumatic experiences.



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- Supporting young people in a consistent and caring manner when his/her behaviour is challenging.
- Looking at one's own behaviour and the effect it has upon the young person.
- Exploring/discussing reasons for the behaviour including the immediate trigger.
- Suggesting alternative responses.
- Supporting young people to implement strategies to enable changing his/her behaviour.
- Working in partnership with other professionals to establish a supportive plan around the young person's needs.

Planning and Preparing Children for Discharge.

To ensure the young person/s longer-term future is a regular part of the planning process and those systems are in place to support these arrangements. This includes: -

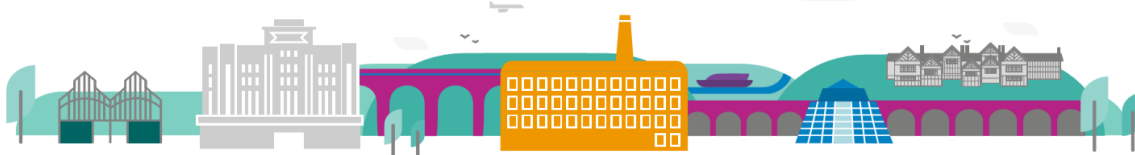
- Referral to and working with Leaving Care Team for young person moving to independence.
- Ensuring young people are physically and emotionally prepared to move to independence e.g. cooking, budgeting and coping alone.
- Making available support systems where a young person is transitioning to an alternative placement, whether with foster carers, home/family or another residential establishment.
- Helping the young person to understand the reason for the move and the new environment e.g. living in as family again.

General

- To give support and advice to less experienced colleagues when the need arises, particularly when there is no senior officer immediately available.
- To prepare for and attend supervision sessions and staff meeting and make use of all available training and staff development opportunities.
- To undertake duties in an anti-discriminatory manner with due regard to race, gender and sexual orientation.
- To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

Additional Information

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities



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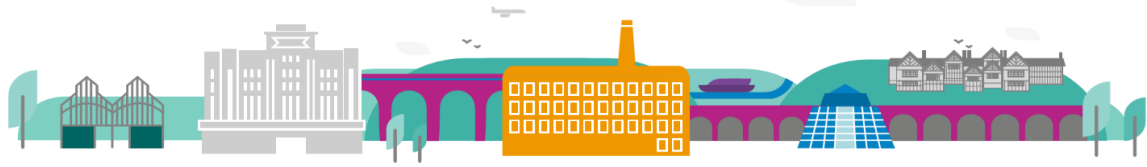
and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.
- Experience of working with children and young people in a statutory private or voluntary residential setting
- Experience in child protection work and working with families
- Ability to communicate effectively oral written & electronically, experience of report writing
- Knowledge of relevant legislation and Children's Home Regulations and standards
- Ability to work in partnership with service users, carers, colleagues and other agencies
- Ability to use a range of interventions to provide outreach in supporting rehabilitation to children and their families
- Ability to work as part of a teams
- Ability to understand and manage challenging behaviour
- Diploma level 3 in Care (Children & young people) or equivalent professional qualification
- Proven positive commitment towards training and self-development
- Good literacy and numeracy skills
- Full Driving Licence and to pass the council driving test within 6 months of appointment.



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