



Job Profile and Working for Stockport

Our Council

Join us at Stockport Council – Best for Inclusion winner at the Greater Manchester Good Employment Awards 2026

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**.

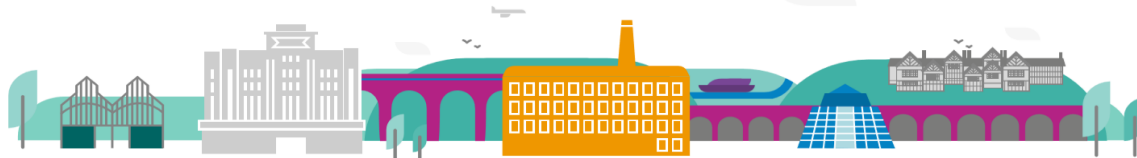
Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

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/>





Ambitious Stockport, creating opportunities *for everyone*

About the Job

Role:	Senior Residential Support Worker
Service Area:	Residential
Directorate:	Services to People - Childrens
Salary Grade:	Scale 6 +2 increments (£33,673 - £36,581)

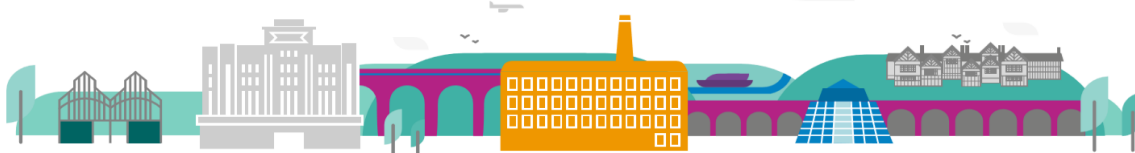
Main Purpose of the Job

The Senior Residential Support Worker leads practice on shift at Bredbury Green while remaining an active member of the direct care team. Working with the Registered Manager and Deputy Manager, the postholder helps create a warm, stable and nurturing home for up to three children aged 8 to 18. Children will experience adults who are dependable, emotionally available and curious about what their behaviour may communicate.

The Senior will guide, coach and support colleagues, organise the shift safely, and help translate each child's plans and Bredbury Green's Statement of Purpose into everyday care. Leadership in this role rests on visible example, sound judgement, respectful challenge and clear communication. The Senior is normally counted within planned direct care staffing and will work evenings, weekends and sleep-ins as required. Decisions that need management authorisation or wider operational oversight will be referred promptly to the Deputy or Registered Manager.

Key Responsibilities

- Build trusting, professional relationships with children; listen to their wishes and feelings and respect their identity, family connections, privacy and rights.
- Lead shifts confidently, allocate and coordinate daily tasks, provide a clear handover and leave the home safe, welcoming and organised for the next team.
- Model relational, trauma-informed and PACE-informed care. Help colleagues respond calmly to behaviour of distress, use co-regulation and restorative repair, and reflect on triggers and unmet needs without shaming children.
- Support colleagues through coaching, feedback and respectful challenge; recognise their strengths, address any early signs that agreed practice is not being followed, and raise concerns with managers.
- Apply children's care plans, placement plans, positive support plans and risk assessments consistently; contribute observations and updates when needs or risks change, seeking appropriate management review and approval.

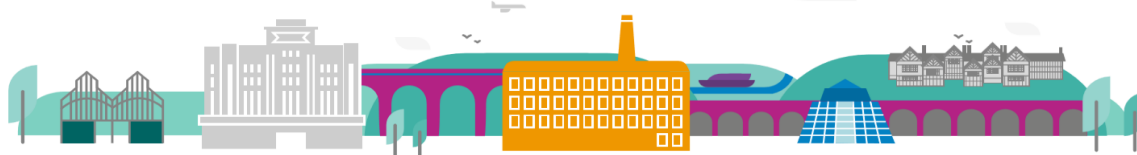


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- Support safe, planned admissions and transitions, including introductions, preparation of the home and sensitive attention to each child's experience, in line with management decisions and matching assessments.
- Notice and act on safeguarding concerns promptly, including missing episodes, exploitation, allegations and online risks. Take immediate protective action, follow procedures, record accurately and escalate without delay; confirm the concern has been acted upon.
- Use agreed de-escalation approaches and any authorised physical intervention only in line with training, policy and the child's plan. Support the child and staff after incidents, complete records and contribute to reflective debriefs and learning.
- Oversee the quality and timeliness of shift records and handovers. Ensure accounts are factual, respectful and clear about children's views, decisions, rationale, actions and outcomes; offer feedback and escalate gaps.
- Support key workers to undertake purposeful key work, gather children's views and ensure consultation and children's meetings lead to understandable feedback and action.
- Monitor safe medicines practice and delegated checks, reporting errors, discrepancies or concerns immediately and following the home's procedures.
- Help plan and deliver education support, appointments, family time, activities, celebrations and holidays. Celebrate children's progress from their own starting points and remove barriers with partners.
- Maintain constructive communication with families, social workers, IROs, education, health and other professionals, sharing information appropriately and advocating for children when needs are unmet.
- Contribute to household safety, fire and premises checks, infection prevention and a homely environment; ensure concerns are reported and followed through.
- Take part in supervision, training, reflective discussions, audits and improvement work. Experienced Seniors may undertake mentoring, agreed supervision elements or small projects with suitable support.
- Work reliably across the agreed rota, including evenings, weekends and sleep-in duties as required. Maintain professional boundaries, confidentiality, inclusive practice and personal accountability in line with Council policies.

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 and training needs will be taken into account and discussed with you when any significant changes



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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 providing direct care to children in a residential setting and evidence of building safe, respectful relationships with children, families and professionals.
- Ability to lead a shift, guide and coach colleagues, communicate clearly and make proportionate decisions within the responsibilities of the role.
- A child-centred, rights-respecting approach and the emotional maturity to remain calm, curious and professionally boundaried when children experience distress.
- Working knowledge of safeguarding, the Children's Homes (England) Regulations 2015 and Quality Standards, and ability to use plans, risk assessments and escalation procedures in practice.
- Ability to produce accurate, timely and defensible records, use digital systems confidently and provide constructive feedback about recording and practice.
- Level 3 Diploma in Residential Childcare or an accepted equivalent, or willingness to achieve the required qualification within the regulatory timescale; good literacy and numeracy skills.
- Willingness to reflect, learn, work evenings and weekends and undertake sleep-in duties in line with children's needs and the agreed rota.