Job Description and Person Specification Profile

Job Title	Residential Childcare Worker
Job ID	D39
Service	Children's Services
Grade	Grade F
Reporting to	Registered Manager/Deputy Manager

The Role

Department: **Children's services**

Reports to the Registered Manager/Deputy Manager

Post Objective(s): **To be part of a team caring for young people, in a residential setting, provide a high standard of childcare in a stable and relaxed environment.**

Main Duties and Responsibilities include:

1. To provide a safe, secure and accepting environment for young people in the care of the home appropriate to their age, understanding and identifying needs.
2. To maintain communication with staff over all aspects of young people's care, progress and behaviour and maintain appropriate records.
3. To undertake direct care tasks as required and directed.
4. To ensure that all young people are encouraged to reach towards their full potential, to receive young people admitted in to care, in a sensitive and caring manner, and to celebrate young people's successes and achievements in daily practice.
5. To maintain and support each young person's meaningful relationships and links outside the home.
6. To undertake keyworker/link worker roles with the young person and their family.
7. To ensure that the wishes and feelings of the young people are considered in matters and decisions relating to their daily care, appropriate to their age and understanding.
8. To respect and promote the needs of each young person arising from their racial, cultural and religious background.
9. To work on a flex duty rota including shift work, waking nights, sleep in duty as required, and bank holidays including Christmas, etc.
10. To maintain appropriate records for the young people.
11. To promote independence and develop life skills which enhance and support transition to adult life.
12. To undertake such other duties in line with the home and the grade and responsibilities of a childcare worker.

The duties and number of young people, may vary from time to time without changing the nature of the post or the level of responsibility, and the post holder may also be required to carry out any other duties appropriate to the grading of the post.

About You

Your essential qualifications

Personal requirements of a successful postholder	**Category**
1 Educational Standard/Qualifications/Membership of Professional Institutions (indicate grade)	
GOOD STANDARD OF GENERAL EDUCATION	E
*NVQ Level 3 - Caring for Children and Young People or equivalent	D

***This post is subject to the requirements of Care Standards Act 2000. All residential child-care staff to have achieved/working towards obtaining NVQ Level 3 in Caring for Children and Young People. Following achievement of the award, staff will then be included on the general Social Care Council G.S.C.C. Professionals Register.**

2. Specialised Training	
Any relevant training courses relating to child-care practice	E
First Aid	D
Child Protection Procedures	E
Relationship & Sexuality Issues	D
Child Development	E
Challenging Behaviour	E
3. Experience	
To be able to work in a residential care setting	E
Previous experience of caring for children & Young People	D
4. Key Skills	
Counselling	D
Management of young people	E
Report writing	D
Problem solving	E
Communication skills	E
Ability to fulfil all spoken aspects of the role with confidence through the medium of English	E
5. Key Knowledge	
Human growth and development	D
Adolescent behavioural management	D
6. Key Aptitudes and Personal Qualities	
Warm friendly, accepting, patient	E
Ability to set meaningful boundaries for children/young people	E
Team player	E
Ability to motivate children and young people	E
Able to represent the department	E
Any interest in outdoor activities	E
Ability to recognise and manage own stress levels	E

For Information:

Category

(E) Essential Requirement without which the candidate would be unable to carry out the duties of the post.

(D) Desirable Features which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience, etc.

Our employees' skills, experience and knowledge are essential to our success along with their happiness, commitment, enthusiasm and motivation to be the best they can be.

What can you expect from us?

- A fair salary and benefits
- Opportunities for good health and wellbeing
- Help you to grow, develop and to do your best
- Enable you to be creative and innovative
- Fully involve you in changes that affect you and your work
- Listen, and act on your ideas and feedback

Working together, we are proud to work for Tameside

Our STRIVE values underpin our practice and behaviours and are at the heart of everything that we do:

