

Job Description and Person Specification Profile

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

The Role

Post Objective(s): To assist the Residential Care Team to provide a high standard of child care in a stable and relaxed environment where safeguarding young people is paramount.

Main Duties and Responsibilities

1. To provide a safe, secure and accepting environment for children in the care of the home appropriate to their age, understanding and identifying needs.
2. To maintain communication with staff over all aspects of children / young people's care, progress and behaviour and maintain appropriate records.
3. To undertake direct childcare tasks as required.
4. To ensure that all children are encouraged to reach towards their full potential and to receive children / young people admitted into care in a sensitive and caring manner, celebrating successes and achievements in daily practice.
5. To maintain and support each child's meaningful relationships and links outside the home.
6. To ensure that the wishes and feelings of the children are taken into account in matters and decisions relating to their daily care, appropriate to their age and understanding.
7. To promote independence and develop life skills which enhance and support transition to adult life.
8. To respect and promote the needs of each child arising from their racial, cultural and religious background.
9. To participate in the assessment of each child's needs, acting as Linkworker in the planning of individual childcare.
10. To undertake direct work with the parents and families of children admitted to the care of the local authority.
11. To maintain appropriate records on each child arising from their racial, cultural and religious backgrounds.
12. To undertake such other duties as is commensurate with the grade and responsibilities of this post.

About You

Personal requirements of a successful post holder	Category
1. Educational Standard/Qualifications/Member of Professional Institutions	
NVQ Level 3 – Caring for Children & Young People or equivalent	E*
2. Specialised Training	
First Aid	D
Child Protection Procedures	E
Relationship & Sexuality Issues	E
Child Development	E
Challenging Behaviour	E
3. Experience	
Previous experience working in a residential care setting	E
Previous experience of caring for children & young people	E
4. Key Skills	
Counselling	D
Management of Young People	E
Report Writing	E
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 & Development	E
Adolescent Behavioural Management	E
6. Key Aptitudes & Personal Qualities	
Warm, friendly, accepting & patient	E
Ability to set meaningful boundaries for children & young people	E
Team player	E
Ability to motivate children & young people	E
Able to represent the department	E
Ability to recognise and manage own stress levels	E

For Information:

Category

- (E) Essential Requirement without 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.

*Whilst this qualification is an essential requirement for the role, applications are accepted from candidates who do not hold this qualification. Successful applicants will be supported to undertake this qualification which must be completed within 2 years.

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:

