

Job Description and Person Specification Profile

Job Title	Senior Residential Childcare Worker
Job ID	D38
Service	Children's Services
Grade	G
Reporting to	Registered Manager

The Role

Post Objective(s): To maintain a high standard of childcare in a stable relaxed environment under the direction of the Manager.

Main Duties and Responsibilities

1. To work cohesively with the Registered Manager, Deputy Manager and team of Senior Residential Childcare Workers to ensure consistent high standards of care within the home.
2. To effectively line manage and support a team of residential childcare workers, supporting with performance, training needs, probations, appraisals and incorporating reflective practice.
3. To support new staff in the role, shadowing and inducting into the residential childcare worker role, acting as a role model.
4. To be able to manage difficult conversations and have the tools to manage conflict that may arise within a team.
5. To maintain the boundaries, expectations and standards of the Registered Manager and Deputy Manager in their absence.
6. To be able to produce, update and review risk assessments, care plans, review reports to a high standard, balancing risk and likelihood effectively.
7. To ensure professional boundaries are always maintained when caring for vulnerable young people.
8. To provide a safe, secure and accepting environment for children in the care of local authority appropriate to their age, understanding and identified needs.
9. To participate in the assessment of each child's needs, and to act as Link Worker in the planning of individual child focused care.
10. To maintain appropriate records on each child and be responsible for the presentation of written material to reviews and case conferences in respect of their link child.

11. To attend and contribute in meetings relating to young people, such as CFC Reviews, Care Planning Meetings, PEPs, EHCP reviews and strategy meetings.
12. To provide a nurturing environment where children and young people can flourish with independence plans.
13. To maintain and support each child's meaningful relationships and links outside the home.
14. To undertake direct work with the parents and families of children we care for in the home.
15. To ensure that wishes and feelings of the children are taken into account in all matters and decisions relating to their daily care appropriate to their age and understanding.
16. To respect and promote the needs of each child arising from their racial, cultural and religious backgrounds.

About You

Personal requirements of a successful postholder

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1 Educational Standard/Qualifications/Membership of Professional Institutions (indicate grade)

CSS or CQSW or Dip.SW, ICSC or similar

D

*NVQ Level 3 - Caring for Children and Young People or equivalent

E

***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

E

Child Development

E

Challenging Behaviour

E

3. Experience

Previous experience in a residential childcare setting

E

Previous experience of line managing and supervising staff

D

4.	Key Skills	
	Managing challenging situations	E
	Mentoring inexperienced staff	E
	Management of staff teams	D
	Report writing	E
	Problem solving	E
	Time management	E
	Communication skills	E
5.	Ability to fulfil all spoken aspects of the role with confidence through the medium of English	E
	Key Knowledge	
	Human growth and development	E
	Adolescent behavioural management	E
	The impact of childhood trauma	E
6.	First Aid	D
	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 effectively role model to young people	E
	Creative in finding activities to engage young people	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:

