



Your job

Job Title: Residential Support Worker

Service: People's

Grade: G5

Reporting to: Registered Team Manager

As a Residential Support Worker, you will provide a key role in supporting the team to deliver outstanding support to children and young people accessing short break care.

Central to the role is the ability to develop a trusting relationship with children, young people and their support network.

You will work on a rota basis which includes mornings, afternoons and every other weekend, supporting the children and young people who access overnight stays at Ladies Lane.

Part of this dynamic role will be providing personal care, physical and emotional support to our young people with complex needs, including physical disabilities, severe learning disabilities and autism.

You will support the team to operate a fun, safe and positive overnight provision for the children and young people.

At our children's home, we provide a safe and nurturing environment where children with complex needs receive the support and care they need to thrive. Our team is committed to empowering each child to overcome obstacles and reach their full potential in a supportive and caring atmosphere.

In addition, you will be part of a multi-disciplinary team holding a key role engaging with young people to ensure they are able to build strong relationships, develop resilience, learn life skills, helping them be the best that they can be.

Mandatory Statement

The Council is committed to complying with European General Data Protection regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection regulations.

Wigan Council is an active, strong, and committed corporate parent. As a priority, all employees have a responsibility towards the children we look after and care leavers, not just those employed by the Children's Directorate.

In this job you will:

In the next 12 months, you will:

- Complete a probationary period including your induction training.
- Be supported to develop your role within the team including additional responsibilities.
- Have regular my times and probation meetings.
- Commence your diploma in social care.
- Demonstrate a positive attitude and ability to develop positive relationships.

On an ongoing basis you will:

- Support children and young people to develop new skills.
- Offer a safe, supportive fun environment for the children and young people to access overnight support.
- Support the team to provide a home environment including cooking, cleaning, shopping, baking, supporting with homework, arts and crafts, school transport, liaising with school etc.
- Complete paperwork and ensure care plans and risk assessments are adhered to.
- Complete direct work with children that encompasses the quality standards.
- Ensure effective communication between all parties in the child and young person's life including social workers, family members, schools, CAMHS and health.
- Enabling the voice of the child to be heard and understood.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

- Support our young people to have varied experiences, to promote positive outcomes and have **FUN**

In this job you will need:

You must be able to demonstrate the following essential requirements: -

- A relentless passion and ability to work with vulnerable children who have a range complex needs.
- You will be flexible, dynamic, persistent, and resilient and operate within a defined culture and intervention practice model and adopt a solution focussed and restorative approach.
- Experience of working in a residential setting and /or with children and young people with additional needs and their families.
- Experience of working with children and young people with complex needs and challenging behaviours.
- Childcare qualification NVQ 3 or equivalent or a willingness to work towards this.
- Good numeracy and literacy skills including effective recording and report writing skills.
- Ability to demonstrate good childcare practice in your own direct work/interventions.
- Ability to demonstrate good IT skills.
- Desire to pursue continual professional development.
- Knowledge of policy, regulations and law relating to the care of children and young people including Safeguarding and Child Protection.
- Liaise effectively with other agencies, professionals, families, and young people.
- Able to demonstrate risk management and assessment skills.
- Have time management skills and the ability to work flexibly across a range of settings on a rota basis including weekend working.
- Good motivation skills, personal resilience, and the ability to develop this in young people.
- Able to demonstrate problem solving skills and the ability to find innovative solutions.
- Good communication, interpersonal and advocacy skills
- Knowledge of policy, regulations and law relating to the care of children and young people including Safeguarding and Child.

Our Culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **TeamWigan** behaviours.

Be Positive	“ Take pride in all that you do and support and develop yourself and others. ”
Be Accountable	“ Be responsible for making things better, enabling change and supporting improvement. ”
Be Courageous	“ Be open to doing things differently and working collaboratively with others. ”
Be Kind	“ Be helpful, generous and thoughtful towards yourself and others. ”