## Job description

### Structure information

Job title: Senior Children’s Residential Care Worker

Reports to job title: Deputy Manager

Directorate: Families Children and Learning

Division: Health SEN & Disability Services

Section: Disability Services 0-25

Team: Disabled Children’s Residential Unit/Rainbow Lodge

Job identification number (JIN): 4769

### Job purpose

To oversee and provide care and support to children and young people with complex needs, for example learning disabilities, physical disabilities, additional health needs, behaviours of concern. Ensuring that Children’s Residential Care Workers are providing positive experiences and promoting life skills within a residential short breaks home.

### Principal accountabilities

1. To provide supervision to Children’s Residential Care Workers within a residential short break setting.
2. To monitor and provide care and support to children and young people ensuring their physical, intellectual, emotional and social needs are met and providing them with opportunities for play, leisure and learning.
3. To support and monitor children and young people in all aspects of personal or intimate care and health tasks including administrating regular or emergency medication, managing a gastrostomy and changing continence items.
4. Build relationships with the young people and their families and the staff that you supervise.
5. Maintain a good understanding of safeguarding and child protection reporting procedures and promote this with the supervisees. To notify Ofsted of any safeguarding concerns.
6. To maintain the running of the home which may include cleaning, shopping and cleaning.
7. To plan, coordinate and provide stimulating activities which may require adjustment to enable all young people to access an opportunity or experience.
8. Understand and utilise a range of communication styles with children who use alternative methods of communication for example Picture Exchange Communication Systems (PECs) and Makaton to ensure that the young person’s voice, wishes and feelings are heard.
9. To support the young people’s care plans, keep records and complete risk assessments, working in partnership with the young person, their families and other agencies for example health, education and social care.
10. To undertake and follow the procedures and policies relating to positive behaviour support, recording interventions with young people.
11. To support the Practice Manager and Deputy Manager (where appropriate) in making notifications to Ofsted, organising the rota and staff cover.
12. To actively participate in team meetings, supervision and staff development.

### Health and safety accountabilities

To co-operate in the implementation of the council Health and Safety policy and supporting standards, in particular, as set out in section 1 of the Health and Safety Policy and Management Standard.

### Diversity and inclusion accountabilities

Understand the council’s diversity and inclusion aims and strategies.

Take an active role in ensuring that equality, diversity, and inclusive outcomes are embedded in your work activities, communications and interactions with staff and customers.

Challenge or report incidents where inclusion and equality in practice has not been followed, including reporting discrimination, harassment and bullying to your manager or other senior colleague in your service.

### Note regarding duties

The list of duties in the job description are not exclusive or exhaustive. There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other duties. The council reserves the right to update your job description, from time to time, to reflect changes in, or to, your job. Proposed changes would be subject to consultation.

## Person specification

### Structure information

Job title: Senior Children’s Residential Care Worker

Reports to job title: Deputy Manager

Directorate: Families Children and Learning

Division: Health SEN & Disability Services

Section: Disability Services 0-25

Team: Disabled Children’s Residential Unit/Rainbow Lodge

Job identification number (JIN): 4769

### Essential criteria

#### Job-related education, qualifications, and knowledge

* Level 3 Diploma in Residential Childcare or equivalent.
* Good knowledge of children’s Care Home regulations.
* Good understanding of safeguarding and child protection reporting procedures.
* Understanding and ability to utilise a range of communication styles for example Picture Exchange Communication Systems (PEC’s) and Makaton.
* An understanding of implementing rotas and shift patterns.
* An understanding of Positive Behaviour strategies.

#### Experience

* Experience of supervising staff and managing team dynamics.
* Experience of working in a similar, diverse setting which may include working with behaviours that challenge.
* Experience of caring for children and young people with complex disabilities.
* Experience of multi-agency working.

#### Skills and abilities

* Ability to communicate effectively with a range of professionals, families and children.
* Able to safely undertake manual handling tasks which may include hoisting, pushing wheelchairs and undertaking physical interventions.
* Ability to work as part of a team and be able to use own initiative and assert a senior position.
* Ability to reflect on own practice and that of others and to identify learning needs.
* Intermediate IT skills to use the Microsoft suite of products, or equivalent, for example to keep records, complete risk assessments and organise rotas.

#### Health and safety knowledge

* Commitment to acquiring awareness and knowledge of Health and Safety policy and practice as it applies in their area of work.
* Ability to co-operate and adhere to Health and Safety Policy, practices, and instructions.

Diversity and inclusion

* Demonstrate a genuine commitment to the council’s values in relation to embracing diversity and provide a service based on fairness and inclusion.

#### Other requirements

* Following a successful 6-month probation period you will be supported to complete the Level 5 Diploma in Residential Childcare or equivalent.
* Work as part of a team, undertaking shift patterns which include weekends, sleep ins, nights or unsociable hours.
* All staff may be required to work in other children’s residential settings as directed, to provide a flexible and comprehensive programme of care.