



## **RESIDENTIAL SUPPORT WORKER**

### **JOB DESCRIPTION**

- Job Title:** Residential Support Worker
- Accountable to:** Registered Manager – Mutual Care Ltd
- Hours of Work:** 24 hour shifts on a 3-week rota
- Salary:** £23,000 per annum plus 5% performance related bonus
- Shifts:** 9am to 9:30am (this will include sleep ins)
- Leave Entitlement:** 14 x 24 shift allowance

#### **Objectives:**

- To provide the highest quality of care and support to children and young people residing in the care home.
- To provide the highest quality care for children in accordance with Mutual Care's policies, procedures and practices and standards set by the Regulatory Body.
- To contribute to the setting up of a brand-new children's home for 3 children aged 7 – 17. The home is in the Exeter area (EX6)
- To be part of a care team on rota basis to provide care and support for children.
- To help and support children and young people achieve their potential in relation to education, independence, health and social skills.

#### **Duties and responsibilities:**

- To provide a supportive and nurturing delivery of residential childcare in accordance with Mutual Care's policies and procedures.
- To lead by example and maintain good professional practices in accordance with the minimum standards for children's homes.
- To build positive relationships with children and young people based on mutual respect, transparency and trust.
- To support and supervise children in the implementation of an individual programme of life skills, independence and leisure in their home and the community.



- To safeguard all children and adults within the home and ensure their safety and wellbeing.
- To help create a supportive and positive environment for each young person with reference to his or her safety, health and education.
- To accurately record entries in the child's records, diaries and reports as necessary in accordance with Mutual Care's policies, procedures and support and enable Service Users to maintain a level of personal hygiene practices.
- To manage all challenging behaviour, enabling children to understand their actions and support them developing strategies to self-regulate.
- To organise and participate in appropriate activities and enable children to take part in a wide variety of activities.
- To support and enable children to maintain a level of personal hygiene.
- To work in a multi-agency way with all professionals involved with the child.
- To carry out key worker sessions with your allocated child.
- To carry out sleep-in duties in accordance with the agreed rota.
- To administer medication in accordance with Mutual Care's policies and procedures.
- To ensure that all children's personal financial transactions are recorded and administered in accordance with Mutual Care's policies and procedures.
- To undertake any other duties as required to meet the needs of the organisation.

***Mutual Care is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment."***



### PERSON SPECIFICATION – RESIDENTIAL SUPPORT WORKER

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Demonstrate commitment to obtain a Level 3 Diploma for Residential Childcare.</li> <li>• Willingness to work towards further qualifications as required.</li> <li>• Undertake group induction training on commencement.</li> </ul>	<ul style="list-style-type: none"> <li>• Level 3 Diploma for Residential Childcare or equivalent.</li> <li>• Working towards a Level 3 Diploma for Residential Childcare or equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form / Interview.</li> </ul>
<b>Person Requirements / Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• A positive 'can do attitude' and a willingness to work with children and young people.</li> <li>• Committed to continued professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with children that present challenging behaviour.</li> <li>• Experience of working within a residential setting.</li> <li>• Experience of working shift patterns.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form / Interview.</li> </ul>



<p><b>Skills and Abilities</b></p>	<ul style="list-style-type: none"> <li>• Effective communication skills, verbal and written.</li> <li>• Ability to work independently and part of a team.</li> <li>• Commitment to working with families and professionals.</li> <li>• Basic IT Skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to deal with complex and challenging behaviour.</li> <li>• Flexibility and willingness to work a shift system including weekends.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form / Interview.</li> </ul>
<p><b>Personal Attributes</b></p>	<ul style="list-style-type: none"> <li>• Due to the nature of this post, you must be aged 21+ to apply.</li> <li>• Good organisational skills.</li> <li>• Ability to work with others.</li> <li>• Good interpersonal skills.</li> <li>• Approachable.</li> <li>• Honest and reliable.</li> <li>• Accountability; to be responsible for the work undertaken.</li> </ul>	<ul style="list-style-type: none"> <li>• Hold a UK Driving Licence.</li> </ul>	