

SENIOR RESIDENTIAL SUPPORT WORKER JOB DESCRIPTION

Job Title:	Senior Residential Support Worker
Accountable to:	Registered Manager – Mutual Care Ltd
Hours of Work:	24 hour shifts, on a 3 week rota
Salary:	£24,000 p/annum plus 5% performance related bonus
Shifts:	0830 – 0900 hrs (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, in accordance with organisational policies and procedures and regulatory legislation.
- To assist the Registered Manager and Deputy Manager in achieving the aims and objectives of the Statement of Purpose.
- To lead on each shift and ensure each shift is planned and resources allocated.
- To help and support children and young people achieve their optimum potential in relation to education, independence, health and social skills.
- Promote equal opportunities for all and challenge any behaviour or practice that discriminates against children, young people or colleagues on any grounds e.g sexual orientation, race, religion, disability, age etc.

Duties and Responsibilities

- To safeguard all children and adults within the home and ensure their safety and wellbeing.
- To provide leadership on each shift, providing direction in respect of staff roles and responsibilities.
- Take responsibility for planning shifts and ensuring their smooth running when on duty
- Attend and participate in multi-agency meetings when and as required.
- 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 Quality Standards for Children's Homes.
- To ensure accurate written electronic records are maintained in children's case files on each shift.



- Contributing to staff meetings to facilitate good communication and consistency throughout practice.
- Supervision of new starters during induction/ probation period.
- Ensure finance recordings are accurate and budgets are managed effectively.
- 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 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 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.



SENIOR RESIDENTIAL SUPPORT WORKER PERSON SPECIFICATION			
	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Education and Qualifications	<ul style="list-style-type: none">• Demonstrate commitment to obtain a Level 3 Diploma for Residential Childcare.• Willingness to work towards further qualifications as required.• Undertake group induction training on commencement.	<ul style="list-style-type: none">• Level 3 or 4 Diploma for Residential Childcare or equivalent.• Working towards a level 4 or level 5 Diploma for Residential Childcare or equivalent.	<ul style="list-style-type: none">• Application Form / Interview.
Person Requirements / Knowledge and Experience	<ul style="list-style-type: none">• A positive 'can do attitude' and a willingness to work with children and young people.• Committed to continued professional development.	<ul style="list-style-type: none">• Experience of working with children that present challenging behaviour.• Experience of working within a residential setting.• Experience of working shift patterns.	<ul style="list-style-type: none">• Application Form / Interview.



PERSON SPECIFICATION (Continued....)			
	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Skills and Abilities	<ul style="list-style-type: none">• IT literate. Ability to navigate around Microsoft Office applications efficiently.• Good communication skills – verbal and written.• Ability to work independently and part of a team.• Commitment to working with families and professionals.	<ul style="list-style-type: none">• Ability to deal with complex and challenging behaviour.	<ul style="list-style-type: none">• Application Form / Interview.
Personal Attributes	<ul style="list-style-type: none">• Due to the nature of this post, you must be aged 21+ to apply.• Good organisational skills.• Ability to work with others.• Good interpersonal skills.• Approachable.• Honest and reliable.	<ul style="list-style-type: none">• Hold a UK Driving Licence.	<ul style="list-style-type: none">• Application Form / Interview.