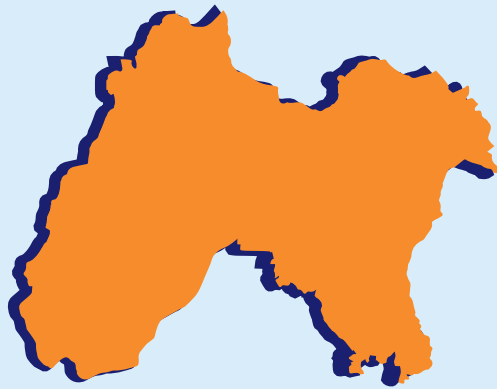




5abcare

Putting the welfare of children first and
committed to giving children an opportunity

Job Description

Team Leader



Job title: Team Leader / Senior Residential Support Worker
Responsible to: Registered Manager & Deputy Manager

Summary:

Involved in shaping and delivering the residential home's Statement of Purpose, and supporting the registered manager, deputy manager and the residential support workers to achieve the same. To provide high quality care services that support the needs of children and young people, to be an advocate for their well-being, and to provide strong, motivational leadership to the team.

Duties and Responsibilities:

- To assist the registered manager and deputy manager to ensure the efficient operation of the service in accordance with the relevant legislation, procedures, policies and the Statement of Purpose for the home.
- Responsibility for safeguarding and promoting individual rights, providing good quality care which is free from oppression, and where differences are respected and valued.
- To support the implementation of a development plan for the service that ensures the delivery of high quality, clinically informed practice.
- Achieve the highest standards of care for the children and young people.
- To co-ordinate and monitor casework and administrative functions of the home and evaluate standards of performance.
- To assist and supervise the continual assessment of the needs of the children and young people, and to identify and prepare specific development plans to ensure the most appropriate service provision.
- To be involved in the induction, mentoring, and supervision of new employees.
- To contribute to a comprehensive team training and development programme, enabling the service to have available all necessary skills and levels of expertise to meet the needs of the young people.
- Support the registered manager and deputy manager to promote teamwork and ensure good organisation retention.
- Liaise with the various internal and external multi-disciplinary teams and commissioning authorities to ensure that the care needs of new and existing children, and young people are met. This may also include chairing meetings, reviews and discussions.
- Actively co-ordinate the service provision and be a focal point for support, advice, and coaching to all adults within the home.
- To organise duty rotas in order to ensure that the needs of the young people are always met.
- To ensure that the company's financial and administrative procedures are adhered to, and to work within a set budget.
- Ensure all professional practice and medication processes within the home are conducted in line with legislation.
- To promote appropriate and therapeutic relationships between adults and young people and their families promoting the children and young people's involvement and participation in the day-to-day life of the home.
- To be part of an on-call system.
- Maintain a clean and safe environment. Ensure that the physical state of the building is maintained to a high standard and that all repair/maintenance problems are dealt with promptly in accordance with the health and safety at work legislation.



Main responsibilities: Continued

- Any other such duties as may be required from time to time by the registered manager or their authorised representatives.

This job description is not intended to be a complete list of duties and responsibilities, but it does indicate some of the main areas attached to the post of residential support worker.

The job description may be amended from time to time, to take account of changing trends in social care relevant legislation, together with employment law

Person Specification:

Education & Qualifications

Essential

- Level 3/4 Diploma in Health and Social Care
- Demonstrate commitment to continuing professional development

Desirable

- Willingness to work towards Diploma 5 in health and social care

Skills & Abilities

Essential

- Hold and promote the ethos and values of the organisation
- Ability to demonstrate reasoning, numeracy, literacy and technology skills to required standard
- Ability to work as a team, working closely with colleagues and other agencies
- Ability to solve problems
- Able to work within the principles of the Children Act 1989
- Demonstrate a sound working knowledge of safeguarding
- Sound knowledge of children's homes policies and procedures
- Excellent communication skills —both verbally and written.
- Working knowledge of the Care Standards 2000, Children's Homes Regulations 2015

Desirable

- Good knowledge of planning/development/skills mix.
- Ability to develop and encourage professional growth in others
- An ability to give formal and informal presentations

Social Working Conditions

Essential

- Provide cover as needed (including in other homes that are operated by the company)
- Overnight cover
- Driving license

Knowledge & Experience

Essential

- Significant experience within a residential setting

Desirable

- Minimum of 2years' experience residential care
- worker Knowledge of service requirements and
- previous experience of working in a care or health setting



Personal Attributes

Essential

- Good organisation and leadership skills
- Ability to motivate and influence others
- Good interpersonal skills
- Approachable, honest and reliable
- Committed to achieving best outcomes for children
- Demonstrated commitment to ongoing personal development
- Proactive and solution focussed

Desirable

- Creative
- Enthusiastic disposition
- Flexible in achieving objectives
- Accountability; to be responsible for the work undertaken

Schedule:

- Approx 40 hrs per week plus sleep in duties

Job types:

- Full-time

Additional Benefits:

- Blue light card
- Casual dress
- Sleep in's (average of £4,800 p/year)
- 210 hours annual leave
- 3% Employer pension contribution
- 100% training funded by employer (Inc. diplomas Level 3,4 & 5)
- Competitive salary with overtime at plus £2 p/hour)
- Free DBS check
- Refer a friend bonus scheme up to £500
- Comprehensive induction programme
- Career progression for all roles
- Therapeutic training & consultation for all staff
- A great work/life balance
- Team building events
- Electric car scheme

Click to Apply
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