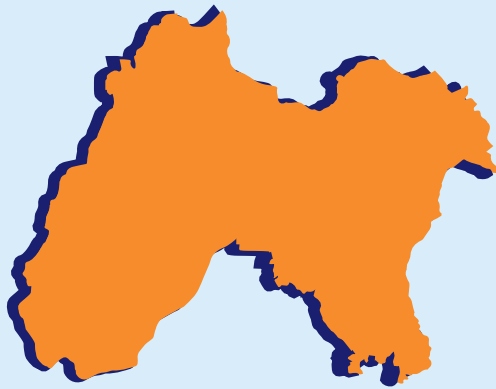




5abcare

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

Job Description

Residential Support Worker



Job title: Residential Support Worker
Responsible to: Registered Manager & Deputy Manager

Summary:

To work as a member of the home's team and to be professionally accountable in providing children with the necessary activities, support, care and guidance within our homes and the environment beyond, for the duration of any child's stay with us.

Duties and Responsibilities:

- To ensure with the registered manager that the home operates in full accordance with all statutory, regulatory and standards requirements.
- To safeguard and promote the welfare and health of any child living with us, including the protection of the child from any harm/exploitation.
- To provide activities, support and structure for children in the home ensuring appropriate levels and standards of individual care, including cleaning and meal preparation.
- To maintain standards of good practice always establishing purposeful and constructive relationships and appropriate role modelling, to assist with the development of their life, activities, education, social skills and personal skills.
- To maintain and produce required records and reports as necessary to ensure smooth, efficient running of the home.
- To participate on a shift basis by rota; demonstrating a level of commitment and flexibility to enable the efficient running of the home.
- To undertake training and utilise learning within the home.
- To act as a key worker for individual children, in line with organisational policy.
- Where applicable, to attend to, and contribute to any review and planning meeting as necessary.
- To take appropriate action to ensure activity and other plans are designed, implemented, and reviewed so that children's stay is managed.
- To contribute to good practice standards within the company by identifying and highlighting service shortfalls, and planning methods of development to meet such shortfalls.
- To speak up if there are any concerns that may affect matters in respect to any child.

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

- Commitment to achieve Diploma level 3/4 in Health & Social Care (children and young people pathway)

Desirable

- Diploma level 3/4 in Health & Social Care (children and young people pathway)
- Understanding of therapeutic approaches



Knowledge & Experience

Essential

- Understand child development and children's physical and emotional needs

Desirable

- Experience working with children and young people in a residential setting
- Children's Homes Regulations (including quality standards) 2015, Health and Safety at Work Act (2015)
- Understanding of safeguarding policies and procedures

Personal Attributes

Essential

- Commitment and flexibility to role and responsibilities
- Shows honesty and integrity
- Good interpersonal skills
- Compassionate and caring

Desirable

- Creative

Schedule:

- Approx 40 hrs per week plus sleep in duties

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

Skills & Abilities

Essential

- Ability to communicate verbally and in writing
- Computer literacy and organisation
- Have confidence to establish and maintain positive relationships
- Ability to work as a team, working closely with colleagues and other agencies
- Able to work within policy and procedures, and use judgement appropriately

Desirable

- Able to prioritise workload and responsibilities

Social Working Conditions

Essential

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

Job types:

- Full-time

Click to Apply
www.5abcare.com

recruitment@5abcare.com
0333 090 6258
71 Knowl Piece, Wilbury Way, Hitchin,
Hertfordshire, SG4 0TY
Company No. 11164051

