

Residential Worker

G7

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

In Staffordshire we want to improve the lives of all children and young people. We are using a whole system approach to enable children to be happy, healthy and safe. We are supporting families to stay together so that children can remain within a home environment wherever possible. Our vision is to create one system, that places children and their families at the heart of all that we do. Where support is required for some families, access to this will be local. Accessible and make a difference and specialisms will work to enhance those offers.

Our Children's Social Care workforce is passionate and committed to improving outcomes for children in Staffordshire by providing a consistent, high-quality service to children and families, together with excellent working relationships with our partners and the support from a stable leadership and management team. We are committed to a culture of shared learning and development in which everyone has a part to play to ensure that our services to children and families focusses on positive outcomes.

Our Residential Social Care Services are responsible for the delivery of providing a range of placements and provision to children and young people within Staffordshire. We deliver these via a range of building based facilities working within statutory guidance and registered by Ofsted. Residential staff aspire to provide advice, assistance and support to children and young people to attend to their practical, physical and emotional needs. To act as an appropriate role model and to work closely with them to enable them to achieve their potential.

The settings include:

- Long term placements
- Short term assessment placements
- Short Breaks for children and young people who are on the 'Edge Of Care'.
- Short Breaks for children and young people with a disability.

Reporting Relationships

Responsible to: Registered Manager/ Deputy Manager

Responsible to N/A

Key Accountabilities:

- To support young people in residential care, fostering empathy and understanding while addressing a range of diverse complex needs, including those who have experienced trauma, to help them to achieve their full potential.
- To actively contribute to the homes overall development by creatively supporting young people in line with the home's Statement of Purpose.
- To plan and encourage the young people to engage in residents' meetings, consult and involve them in the day to day running of the home which will capture the voice of the child and promote young person's rights at all times.

- To undertake risk assessments and manage risk appropriately to keep the young person and others safe and prevent harm ensuring that any safeguarding concerns are reported and needs are met.
- To establish boundaries and expectations for young people's independence, while effectively managing complex situations and challenging behaviours within the young person's physical intervention training programme.
- To participate in the implementation of care and placement plans, to supports the young person to achieve their potential ensuring compliance with relation to residential establishments such as the Young person's Homes Regulations 2015 and the Quality Standards for Young person's Homes 2015.
- To handle petty cash, within the home and to support young people in managing their individual personal allowances ensuring their needs are met and they enjoy activities within a budget.
- To use IT systems to maintain accurate records which will include writing reports for and participating in reviews for young people which will identify a young person's progress.
- To encourage and prepare young people for adulthood, by aiding them in independence skills and promoting trusted relationships including role modelling skills such as housekeeping duties, cooking and household chores.
- To be responsible for some general housekeeping duties including household chores to ensure that the residential home is operating to a high standard.
- To work collaboratively and in partnership with the young person and other professionals (Police, Social Workers, Education and Health) to contribute and monitor the multidisciplinary assessment of young person's needs, supporting them to ensure their needs are met
- To ensure medication is administered to individual young people and ensuring that an adequate supply of prescribed medication and that it is stored in line with policy and legislation and regular stock audits are completed.

- To be responsible for driving the pool car to drive young people to education, shopping, visiting family, activities and any appointments that they need to attend.
- To take the responsibility in the planning and operation of shifts in the absence of a senior member of staff; including sleeping in duties as and when required.
- To undertake any other duties commensurate with the grading of the post.

Other information

1. This includes covering at other homes across the county which could be at short notice.
2. To be available to work unsocial hours including weekends and bank holidays.
3. To share sleep-in duties

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.



Safeguarding


Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Person Specification

A = Assessed at Application
I = Assessed at Interview
T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> • Level 3 diploma in Children & Young People or equivalent 	<p>A/I</p>
	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> • Relevant experience of working with children in a care setting or equivalent • Knowledge of the Children's Homes Regulations 2015 and Quality Standards for Children's Homes 2015 • Practical knowledge and understanding of Ofsted regulations and the inspection framework. • A knowledge and experience of how to manage Childrens Safeguarding issues with a good outcome • Knowledge and ability to undertake direct work and make appropriate decisions in line with professional accountability. • Able to demonstrate an understanding of the complex needs of young people experiencing trauma such as CSE, County Lines etc 	<p>A/I</p>

	<p>Skills</p> <ul style="list-style-type: none"> • Ability to work in partnership, collaboratively with the young person, their Social Worker, family and relevant agencies in order to ensure that their physical, emotional, social, health and educational needs are met. • Ability to fulfil key worker responsibilities as laid out in the Quality Standards for Children's Homes 2015 and Children's Home Regulations 2015 by building positive relationships with young people. • Ability to write reports and participate in reviews for young people so that plans are implemented within timescales that meet the young person's individual assessed needs. • Ability to communicate to a high standard in verbal and written form with children and other stakeholders. • Ability to build and maintain positive trusted relationships with young people. • ICT literate in a range of Microsoft software • Demonstrate self-awareness and resilience. • Ability to maintain a safe working environment in compliance with Health & Safety Standards and Regulations, including Risk Assessment Management. Commitment and ability to demonstrate restorative approaches to working with Families and Children. • The post holder will need to have a driving licence or the ability to meet the travel requirements of the role. • Commitment to continuous professional development 	<p>A/I</p>
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If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting
Talent & Resourcing Team 01785 278300