

Residential Worker Grade 6

Our Vision

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

Our Outcomes

Everyone in Staffordshire will:

- Have access to more good jobs and share the benefit of economic growth
- Be healthier and more independent for longer
- Feel safer, happier and more supported in their community

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, 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

Directorate Purpose and Values

Staffordshire County Council is one of the largest local authorities in the UK with an ambitious vision for Staffordshire and its people. Achievement of that vision will be underpinned by the support of the county council's Economy, Infrastructure and Skills directorate (EIS). The vision for EIS is to help Staffordshire's economy grow, so that everyone has the opportunity of a good

job and good prospects in a beautiful, safe, accessible, vibrant, cultural, prosperous, business friendly and sustainable county.

Vision Statement for Families First

'To work with partners and families in Staffordshire to enable vulnerable children and young people to be safe and secure; to promote physical and emotional well-being and to help them achieve their full potential within their communities'.

This shared vision has been developed by a range of people involved in and committed to high quality, strong and effective children and families' services in Staffordshire. It incorporates views and ideas from managers, front-line practitioners and service users who will be the key contributors to making the vision a reality.

Purpose and values of working with children and families

Families First works closely with partner organizations and our approach is built on the firm foundations of an integrated 'team around the family'. We facilitate local support and evidence-based intervention for children and families to prevent needs escalating to a level requiring statutory specialist services. Where specialist services are needed, we ensure that timely and effective decisions are made to secure the best outcomes for a child's future.

Our staff and services are based in localities to provide easy access to families and we work with schools and academies, with Police, health services and a range of other partners through our Local Support Teams to prevent children, young people and families requiring more intensive support.

Our Core Purpose – What we do to help vulnerable children and young people in Staffordshire:

- Ensure resources are used in the most effective and efficient way to achieve sustained improvements to the lives of children, young people and families.
We will share information with commissioners and partners to develop effective and efficient services. We'll know we have succeeded when we can provide evidence that we are achieving our core purpose within the resources available.
- Work with children, young people and families that are at risk of their needs escalating to a level that requires statutory intervention.

We will invest in services to prevent needs escalating and will recognise that children's needs are best met within their own family and community, where this is safe to do so.

We'll know we have succeeded when an increased proportion of children, young people and families report improved outcomes.

- Involve and engage children, young people and families in aspects of the services that we develop and deliver.
Families First is committed to involving and engaging children and young people, and we will ensure that our services continue to be fully responsive, that practice is focused on children and young people's needs and that their views are built into the design and delivery of services from the outset.
We'll know we have succeeded when children, young people and their families tell us they are satisfied with our services; that they feel involved and we can provide evidence of where we have acted on service user feedback.
- Share responsibility with partners to achieve positive outcomes for children and young people.
Working with our partners we will deliver services to children and young people to achieve positive outcomes that respond to and meet individual and locality needs.
We'll know we have succeeded when we have evidence to show that shared outcomes have been achieved.

Looked After Children's Service

The Service's function is to ensure that all Staffordshire's Looked After Children and Care Leavers achieve their full potential. The Service works in partnership with children, families and other professionals to promote resilience and improved outcomes for children by providing and supporting non-stigmatizing, stable placements and after care arrangements.

Disability Resources

The Service's function is to provide a range of flexible short breaks to meet the needs of disabled children and their carers.

Short breaks take place during the day, evening, overnights, or weekends, and activities and can take place in the Resource Centre, Family Link, home or community setting.

Disability Resources work closely with disabled children, their parents and carers and a range of other professionals, including Independent Futures, to facilitate short break packages to provide a range of positive opportunities for disabled children and give parents and carers a break from their caring responsibilities.

Reporting Relationships

Responsible to: Registered Manager

Responsible for:

Key Accountabilities:

1. To play a lead role in the shift planning process and to ensure that this is clearly documented.
2. To take an active and responsible role in the overall development of the home and services available to young people.
3. To provide day to day support and care to young people resident in the home. To fulfil key worker responsibilities as laid out in the Quality Standards 2015 for Children's Homes and Children's Home Regulations 2015.
4. To undertake flexible and imaginative approaches in offering support to young people, as appropriate and consistent with the home's Statement of Purpose.
5. To plan and encourage the young people to engage in residents' meetings, consult with them and involve them in the day to day running of the home. To promote children's rights at all times.
6. To undertake sleeping in duties as and when required, as part of the requirement for work on a rota basis, covering evenings and weekends.
7. To attend and make a positive contribution to staff meetings, training sessions, supervision and My Performance Conversation, and with appropriate training and experience, take an active role in the induction, My Performance Conversation Reviews and supervision of colleagues.
8. To ensure that the Department's 'Whistle Blowing' policy is fully understood, poor practice is challenged, and staff work with the young person's best interests in mind at all times.

9. To ensure that any known operational difficulties or significant events in respect to safeguarding young people within the home are made known to the Unit Manager, Senior Residential Worker, Children's Residential Manager and Service Manager without delay, and to take shared responsibility for seeking solutions to the presenting difficulties.
10. To adopt an approach to managing difficult, challenging behaviour consistent with the Department's physical intervention training programme. This focuses in the first instance on de-escalation techniques, and only uses restraint as a 'last resort' measure, as laid down in the Children's Homes Regulations 2015.
11. To effectively and proactively deal with young people's formal and informal complaints/allegations, in line with Departmental Policy and Procedures and inter agency safeguarding procedures. To ensure that all complaints/allegations are shared with Senior Residential Workers.
12. You may be expected to work in another residential home in order to provide additional support.
13. To hold responsibility for and manage the home's petty cash, and to directly manage individual personal allowances on behalf of the young people.
14. To hold duty officer responsibilities and undertake the duties as outlined in the Care Standards.
15. To maintain accurate records and the completion of documentation. To write reports for, and participate in reviews for young people so that plans are implemented within timescales that meet the young person's individual assessed needs. To write monthly/weekly summaries and the support of Education and Health are promoted ensuring best outcomes.
16. To participate in the implementation of care plans, placement plans, and any other planning requirement arising from the Children's Homes Regulations 2015 and the Quality Standards for Children's Homes 2015, for children in the establishment's care, and to promote increased participation by children and their parents.
17. To participate in meetings as required, and clearly record outcomes.
18. To be IT competent and to establish and maintain appropriate administrative procedures and records within the home, ensuring effective information and communication systems. To maintain

accurate records and the completion of documentation as required by Directorate Policy and Procedures, Children's Homes Regulations 2015 including Quality Standards for Children's Homes 2015.

19. To contribute to the assessment process when required
20. To be aware of the young person's individual risk assessments as appropriate, and updated as required.
21. To work in partnership 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.
22. To actively be involved in the development of the home's Statement of Purpose and all ongoing development plans relating to the home.
23. To undertake any other duties commensurate with the grading of the post, although suitable adjustments will be made in line with the Disability Discrimination Act 2005.

Professional Accountabilities:

Additionally, the post holder is required to contribute to the achievement of the Council, Directorates, Strategic HR and individual objectives through:

Financial Management

Personally accountable for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service area.

People Management

Participation and contribution in the Personal Performance Review process.

Equalities

Ensure 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 County Council's corporate climate change strategy.

Health and Safety

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

Safeguarding

To be committed to safeguarding and promoting the welfare of children and young people/vulnerable adults.




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
 	Qualifications/Professional membership <ul style="list-style-type: none"> NVQ Level 3 in Caring for Children & Young Persons or equivalent GCSE or equivalent in 5 subjects, including English and Maths 	A/I
	Knowledge and Experience <ul style="list-style-type: none"> Work with children in an advisory capacity e.g. youth work Work with children in a care setting Knowledge of the Children's Homes Regulations 2015 and Quality Standards for Children's Homes 2015 Basic understanding of the Children Act 1989 and 2004, and Care Matters: Transforming the Lives of Children and Young People in Care Understanding of reasons children become Looked After Understanding of legal routes by which children become Looked After Understanding of Child Protection/Safeguarding issues Able to demonstrate an understanding of the needs of young people, and an appreciation of the relevant models and frameworks Able to demonstrate an understanding of the principles of Anti-Discriminatory Practice, Diversity, 	A/I

	and Equal Opportunities in the context of service delivery and employer responsibilities	
	<p>Skills</p> <ul style="list-style-type: none"> • Ability to work in partnership 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 provide day to day support to young person's resident in the home. To fulfil key worker responsibilities as laid out in the Quality Standards for Children's Homes 2015 and Children's Home Regulations 2015. • Ability to write reports for, and participate in reviews for young people so that plans are implemented within timescales that meet the young person's individual assessed needs. To write monthly/weekly summaries and the support of Education and Health are promoted ensuring best outcomes. • Ability to write reports for, and participate in reviews for young people so that plans are implemented within timescales that meet the young person's individual assessed needs. To write monthly/weekly summaries and the support of Education and Health are promoted ensuring best outcomes. • Ability to communicate to a high standard in verbal and written form with children and other professionals. • Willingness to make a positive commitment to the staff supervision process and Personal Development Plans, in accordance with the Children's Homes Regulations 2015 and Quality Standards for Children's Homes 2015. 	A/I

	<ul style="list-style-type: none"> • Ability to instigate and follow the recognized procedures in order to safeguard and protect young people in all circumstances. To ensure that appropriate notifications of events are made to the relevant operations manager and Ofsted when necessary. • Willingness to work in other residential homes in order to provide additional support. • Ability to monitor the Care Plan of each child. • Ability to care and work directly in an effective manner with Looked After Children and promote increased participation by children and their parents. • Ability to promote and develop positive working relationships with key agencies and individuals relevant to the operation of the home, ensuring that the young person remains central to the planning process. • Ability to be able to recognise the importance of the complaint process and be able to comply with the necessary procedures to help address the young person's complaints/allegations, both formal and informal. • Ability to appropriately challenge any conduct, comment or action which is inconsistent with the values associated with anti-discriminatory practice and the principles of diversity. • Ability to manage difficult/challenging behaviour consistent with the Departments Physical Intervention Programme, focusing on de-escalation techniques, and using restraint as a 'last resort' measure, as laid down in the Children's Homes Regulations 2015. • Ability to maintain a safe working environment in compliance with Health & Safety Standards and Regulations, including Risk Assessment Management. 	
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	<p>Other requirements</p> <ul style="list-style-type: none"> • Ability and willingness to work unsociable hours, to be part of a Rota system when required and to share sleeping in duties. • Possession of a current and valid driving licence. • Commitment to undertake relevant training opportunities as a part of continuing professional development. 	
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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 center 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 the **HRSSC Recruitment Team**
on 01785 276480