

## Residential Worker (Nights) Grade 6 + 2 increments for Weekend Working

### **Our Vision**

We have a clear vision for Staffordshire - 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
- 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 Children and Families**

'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-stigmatising, 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

**The Alders Statement of Purpose**

To work with young people within the looked after system in an agreed model detailed in the home's Statement of Purpose.

**Reporting Relationships**

**Responsible to:** Registered Manager

**Responsible for:** N/A

**Key Accountabilities:**

- Taking an active and responsible role in the overall development of the home and services available to young people by providing 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.

- Promoting flexible and imaginative approaches in offering support to young people, as appropriate and consistent with the home's Statement of Purpose.
- Plan and encourage the young people to engage in resident's meetings, consult with them and involve them in the day to day running of the home. To promote children's rights at all times.
- To undertake sleeping in duties as and when required, as part of the requirement for work on a rota basis, covering evenings and weekends. You may also be expected to work in another residential home in order to provide additional support.
- Attend and make a positive contribution to staff meetings, training sessions, supervision and We Talk.
- Ensure that any known operational difficulties or significant events in respect to safeguarding young people within the home are made known to the Residential Manager, Senior Residential Worker, or Bursar without delay, and to take shared responsibility for seeking solutions to the presenting difficulties.
- 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.
- 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.
- Holding duty officer responsibilities and undertake the duties as outlined in the Care Standards.
- 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.
- Participating 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.

- 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.
- Being aware of the young person's individual risk assessments and general Health and Safety risk assessments as appropriate, and update as required.
- Constantly working 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.
- Provide support in the development of the home's Statement of Purpose and all ongoing development plans relating to the home.
- To remain awake, alert and responsive throughout the night.
- To undertake regular checks on the security of the building, including fire checks, reporting any issues relating to safety and security to the Registered Manager or senior members of staff and to ensure that this is recorded in line with Directorate Policy and Procedures.
- To undertake any other duties commensurate with the grading of the post, although suitable adjustments will be made in line with the Equality Act 2010.

**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 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**

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



	<ul style="list-style-type: none"> <li>• Understanding of Child Protection/Safeguarding issues</li> <li>• Able to demonstrate an understanding of the needs of young people, and an appreciation of the relevant models and frameworks</li> <li>• Able to demonstrate an understanding of the principles of Anti-Discriminatory Practice, Diversity, and Equal Opportunities in the context of service delivery and employer responsibilities</li> <li>• Possession of a current and valid driving license.</li> <li>• Commitment to undertake relevant training opportunities as a part of continuing professional development.</li> </ul> <p><b>This post is designated as a casual car user.</b></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 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 **Shared Services on 01905 947446**