Casual Residential Support Worker

Grade 5

**Reporting Relationships**

**Responsible to:**

**Staffordshire County Council’s Vision -** Is for a connected Staffordshire, where everyone has the opportunity to prosper, be healthy and happy.

**The Outcomes -** The people of Staffordshire will:

* Be able to access more good jobs and feel the benefit of economic growth
* Be healthier and more independent
* Feel safer, happier and more supported in and by their community

**Staffordshire County Council** is one of the largest local authorities in the UK and provides a broad range of services to its citizens. We are at the start of a significant transformation agenda to improve the way we ensure positive outcomes for all of the communities and citizens of Staffordshire, working in partnership with all public sector organizations across the 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 organisations 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: N/A

**Main Duties & Responsibilities** – Children’s Residential Support Worker (Casual Pool)

* You will not be expected to case manage or hold key worker responsibilities.
* To provide day-to-day support and care to young people resident in the home. To fulfil co-working responsibilities as required by the key worker.
* To undertake sleeping in duties as and when required, as part of the requirement for work on a rota basis, covering evenings and weekends.
* To attend and make a positive contribution to staff meetings, training sessions, supervision, and Personal Performance Reviews.
* 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.
* To ensure that any known operational difficulties or significant events in respect to safeguarding young people within the home are made known to the Registered Manager, Deputy Manager, Senior Residential Worker or Residential Lead without delay, and to take shared responsibility for seeking solutions to the presenting difficulties.
* To adopt an approach to managing difficult, challenging behavior 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 2001.
* To ensure the home is kept clean, hygienic and in a comfortable condition.
* To be aware of young people’s individual risk assessments as appropriate, and update accordingly.
* When required, assist in the basic preparation of food.
* To motivate young people in taking care of the home environment, and where appropriate, assist young people in developing skills towards independence.
* To be responsible for ensuring that the basic care provided to young people meets the requirements outlined in the Care Standards Act 2000.
* To be aware of how to manage 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 care staff immediately.
* You may be expected to work in another residential home in order to provide additional support.
* To make effective use of IT systems and ensure all work undertaken is recorded on the young person’s electronic case file.
* To contribute to the assessment process when required.
* To provide transport and escort children to a variety of situations including school, medical appointments, meetings and social activities working under the direct guidance of the Residential Worker.
* To contribute to the shift planning process.
* As required by Deputy and Senior Residential Workers, provide care, supervision, and activities for children living in a residential setting.
* You will be expected to write daily observations/daily log. These should then be forwarded to the Deputy or Senior Residential Worker.
* 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.

The content of this job description and person specification will be reviewed on an annual basis in line with the Directorate’s training and development review policy.

**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 safe guarding and promoting the welfare of children and young people/vulnerable adults

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **\*** | **Criteria** | **Measured by** |
| **A black and purple sign with text  Description automatically generated****A black and purple sign with text  Description automatically generated** | **Qualifications/Professional membership** NVQ Level 3 in Caring for Children & Young Persons (desirable) Basic literacy and numeracy qualifications | A/IA |
| A green logo with text  Description automatically generatedA green logo with text  Description automatically generatedA green logo with text  Description automatically generated**A black and purple sign with text  Description automatically generated****A black and purple sign with text  Description automatically generated****A black and purple sign with text  Description automatically generated** **A black and purple sign with text  Description automatically generated****A black and purple sign with text  Description automatically generated****A black and purple sign with text  Description automatically generated** | **Knowledge and Experience** Direct Work with vulnerable young peopleExperience in the use of ITAn understanding of the needs of young people who have experienced family difficulties.An understanding of the effect of disadvantage and discrimination on children and their familiesAn understanding of how children are safeguardedAn Awareness of the key pieces of legislation which govern children’s safeguarding and welfare.An awareness of the work of other agencies**Skills**Ability to effectively communicate with young people and their families.Ability to maintain positive relationships with service users and other professionals.Ability to work as part of a team.Ability to work effectively in conflict situations.Ability to write accurate records and reportsAbility to manage time effectivelyAbility to learn from experience and training, changing own practice where relevantAbility to work on a rota basisEnthusiasmProfessional commitment to helping children achieve good outcomesReliability and staminaEmotional resilienceCommitment to personal and professional development | A/IA/IA/IA/IA/IA/IA/IA/IA/IA/IA/IA/I/TA/IA/IA/IA/IA/IA/IA/I |
| **A black and purple sign with text  Description automatically generated** | **Other requirements**Possession of a current and valid driving licence | A/I |

****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**

**Shared Services on 01905 947446**