



Job Description

Directorate	Families and Wellbeing
Service	Children's Social Care

Post details	
Job title	Residential Care Worker
Grade	6
Location of work	Complex Needs Hub
Directly responsible to	Registered Manager
Directly responsible for	N/A
Hours of duty	37 p/w
Primary purpose and scope of the job	
<ul style="list-style-type: none">• To provide child centred support and / or care to children in a team setting as directed by the Registered Manager.• To contribute to ensuring that the care and support provided to children and is of the highest quality in a setting which encourages positive experiences and outcomes.• To safeguard and promote the wellbeing of the children in the home.	
Working Relationships	
Assistant Directors, Senior Managers, Elected Members, Service Managers, Principal Managers, Team colleagues, Health professionals, other professionals involved in providing care to children. Residents of the home, parents/carers, members of the public. Maintenance, contractors and visitors to the home, health professionals , any and all relevant parties.	

Key Tasks and Responsibilities

1. Provide high quality care and/or support for children to ensure a safe and stable environment that supports them in achieving their full potential.
2. Deliver a child centred and stimulating environment in which children can receive high quality physical, emotional, social and intellectual care and support acting as a positive adult role model.
3. Act as a key worker for agreed children, undertaking, completing key worker files contributing to reviews and development of individual care programs and risk assessments under the overall supervision of the Registered Manager.
4. To support and advocate for the children being cared and supported for in the homes / supported accommodation
5. To participate and support in planning, preparation and delivering of activities for Children in home and outside within the community.
6. To assist and support children in their education. If they are in care to include attending school meetings, carers open days, and to support with homework. If the child is in supported accommodation, to offer support in relation to education, employment and training.
7. Update and maintain all relevant records relating to all aspects of the child's plans and contribute to the care / pathway plan monthly or as required.
8. Communicate effectively with children, observing their behaviour to allow for accurate recordings and reporting of significant issues. The child's wishes and feelings should be always heard and listed to.
9. Encourage appropriate behaviour and manage challenging behaviour both in and outside the home.
10. Support children to ensure all of their physical and mental health along with any medical needs are met.
11. As a supportive member of the team, staff should be able to communicate effectively with colleagues and participate in appropriate staff handovers and team meetings.
12. Be aware and keep up to date with any relevant legislation, statutory requirements, departmental policies and other regulations. In particular those relating to safeguarding, Health & Safety, Equal opportunities and Data protection under the guidance of the Registered Manager.
13. To promote, evidence and promote the children's identity including religion, culture, ethnicity, sexuality and linguistic needs, offering other forms of communication where possible.
14. Will be required to undertake weekend and /or sleep in duties on a rota basis including bank holidays in order to maintain appropriate staffing levels to meet the needs of the service.
15. To undertake and/or support normal domestic duties including household chores as well as purchasing and preparing food provisions/meals. To carry out cleaning around the home daily, laundry and general household maintenance, in line with health and safety requirements.

16. Will be required to carry out 1:1 work as well as group work with young people based on appropriate risk assessments and the needs of the establishment.
17. Take responsibility for own professional development and participate in supervision, appraisals and training events as agreed.
18. To abide by the guidelines of dress code set in the code of conduct and the expectations of the management within the service. To work within a standard of professional conduct which will not cause embarrassment or reflect a negative image of the service.
19. Notwithstanding the detail of the job description, in accordance with the council's flexibility policy, the job holder will undertake other duties and responsibilities as may be determined by the Director up to a level consistent with the principal responsibilities of the job.
20. The post holder is responsible for the safeguarding and promoting the welfare of children and/or vulnerable adults.
21. To be able to work shifts, unsociable hours, sleep in duties and weekends

Review Arrangements

The details contained in this job description reflect the content of the job at the date it was prepared; however, it is inevitable that over time, the nature of the jobs may change. Existing duties may no longer be required, and other duties may be gained without changing the general nature of the post or the level of responsibility entailed. Consequently, the Council will expect to revise this job description from time to time and will consult with the post holder at the appropriate time.

Prepared / Revised By	Andrea Marshall
Role	Registered Manager
Date	04.03.2025