

	Document Title	Residential Child Support Worker – Job Description
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	Authorised by	Acorn Care

Reporting to: Registered Manager, Deputy Manager, Senior Child Support Worker, Responsible Individual and Directors.

Job Role:

1. To promote the welfare, safety, personal development and well being of young people receiving care from the Company.
2. To ensure that the physical, emotional and psychological needs of young people in the company's care are met where at all possible.
3. To participate in the day-to-day operation of the service provided in accordance with organisational guidelines and objectives.
4. To create within the Home as far as is possible, a normal domestic environment for the young people in the company's care.
5. To work in line with Children's Homes (England) Regulations 2015 and the nine standards contained within the Regulations, namely:
 - 5.1 Quality and Purpose of Care
 - 5.2 Children's views, wishes and feelings
 - 5.3 Education standard
 - 5.4 Enjoyment and achievement
 - 5.5 Health and well-being
 - 5.6 Positive relationships
 - 5.7 Protection of Children
 - 5.8 Leadership and management
 - 5.9 Care planning

Main Duties and Responsibilities

- To be aware of the Company's Statement of Purpose and Function and the Residential Child Support Worker's role in implementing them.
- To follow and uphold company policies, local safeguarding policies and all legislative documentation.

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Printed copies may be obsolete.

Please check the server's 'Policies and Procedures' for current version.

- To be aware of company guidelines on Codes of Conduct and to set an acceptable role model standard.
- To participate in the care and education programmes applicable to each individual young person.
- To contribute to the reviewing and monitoring process in the development of each young person's individual Placement Plan and Care Plan.
- To promote and uphold anti-discriminatory practices and equal opportunity practices in line with Company Policy.
- To create a friendly and relaxed environment for the young people, encouraging enjoyment, self-motivation, self-esteem and respect for themselves and others.
- To provide young people with information and advice where appropriate or to help them to seek advice from appropriate sources.
- To play an active part and promote the participation of young people, in the decision-making process of the residential home.
- To be aware, familiar with and observe the company guidelines on Health and Safety, Fire Safety procedures and Food Hygiene.
- To assist with the process of developing effective partnerships with parents and families.
- To have a positive, proactive attitude, and look to always engage with the young people.
- To assist with the day-to-day administration of the residential home by completing and maintaining accurate recordings as directed by the management team.
- To assist in the maintenance, good housekeeping and upkeep of the residential home.
- To support and maintain effective working relationships with all other staff and to promote good relationships with residents and the general community.
- To promote and uphold the good reputation of the company in all contact with external agencies and individuals.
- To contribute to the development of individuals and the team through active participation in effective supervision, team meetings, training sessions etc.

- To be able to control their own emotions, remaining rational during the day-to-day care of the young people, and to ask for appropriate support from their line manager; management team or Head Office staff as required.
- To fully participate in the rota system and to be available for “sleeping in” duties as required.
- To have a positive, hard-working and child centred attitude and remain committed to the ethos of Acorn Care.
- To undertake such duties as may be required by Registered Manager, Deputy Managers, Senior Child Support Worker and Directors from time to time.

Special Conditions:

- Weekend, Evening, and Bank Holiday working is required on a rota basis
- This position is subject to a 6-month probation period
- The holder of this position may be required to work in any home of the organisation although this may not alter the basis of remuneration.
- The holder of this position is expected to maintain confidentiality and observe data protection guidelines
- The rota pattern may change at short notice to meet the needs of the home.
- The holder of this post may be required to perform Physical Intervention in accordance with our written policy and following appropriate training which the company will provide.
- A satisfactory Enhanced DBS is required.
- To participate in facilitating holidays, trips out and activities.

Person Specification - Residential Child Support Worker

Qualifications and Experiences

- Candidates must evidence a good standard of education and /or life skills and be willing to progress their career by undertaking additional training as required.
- Experience in working with young people in a care setting is desirable.

Work Based Competency

- To be able to communicate verbally and in writing with colleagues, external agencies and young people in a clear and professional manner maintaining the rules of confidentiality as appropriate.
- Ability to help create and maintain a warm, nurturing and homely living environment and to contribute and take part in the day-to-day running of the home.
- To respond quickly and with flexibility to a change of needs and priorities.
- Ability to make rational, well thought out decisions and to show initiative.
- Ability to remain calm in stressful situations.
- Willingness to work as part of a team and to accept instruction and advice from senior colleagues.

Special Requirements

- A good standard of physical and mental health is essential.
- A clean, smart, appropriate appearance is required at all times.
- Ability and willingness to work a shift rota including sleeping in duties.
- A real commitment to promoting and upholding the integrity and goodwill of the company, its employees and the young people in our care.
- Access to a vehicle at all times, with fully comprehensive business insurance.

Evidenced
By:

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Key
A = Application Form
I = Interview