

St CHRISTOPHER'S CREATING BRIGHTER FUTURES

Job title: CHILDREN'S RESIDENTIAL WORKER
Grade: OP6
Location: Midlands Region
Responsible to: Children's Home Manager
Responsible for: N/A

Our vision is for every child and young person to be safe, loved and happy, to achieve their potential and have a bright future.

You will achieve this by providing day to day care for young people within an environment of pro-social learning that promotes positive attachments and relationships.

Our mission is to create brighter futures for children and young people by

Caring about children, young people and our colleagues.

Being **Respectful** of every individual and value the strengths in everyone.

Being **Professional** and committed to reflection and continuous learning.

Being **Flexible** and agile so that we can be fit for the future.

Being **Honest** about what we can do and optimistic about the future.

Being **Creative** and passionate about positive change.

You will achieve this by

Months 1 to 3

	Children's Residential Worker JD	Competency achieved by month:
1	Safeguarding and promoting the welfare of the young people living in the home by adhering to and updating their risk assessment as well as taking practical steps to ensure their safety. This includes identifying, recording and reporting any risk of harm or child protection concerns in accordance with policies, procedures and regulatory requirements.	1 - online training 3 - mandatory training

2	Identifying with young people what they need to develop their physical, emotional, behavioural and social wellbeing and resilience.	2
3	Ensuring each young person's care plan is followed and updated as appropriate to reflect their changing needs and being proactive in working to achieve the aims of the care plan	2
4	Assuming daily key working responsibilities for individual young people including overseeing all aspects of their care and wellbeing including ensuring regular communication by email and telephone with professionals and keeping accurate written records of this communication to ensure a consistent team approach.	1 to 2
5	Supporting young people's holistic health and physical wellbeing, including access to medical services, administering medication and/ or first aid as necessary and completing general household duties.	1
6	Encouraging young people to fully participate in society by developing links with the community and expanding their social network.	2 to 4
7	Taking responsibility for ensuring the health and safety of young people, the workforce and visitors to the home by maintaining a clean and well maintained physical environment. To include ensuring that any repairs are properly reported and bedrooms are ready for new referrals and in good condition.	1
8	Contributing to team meetings, regular supervisions in line with St Christopher's policies and participating in St Christopher's performance appraisal scheme.	1 to 2
9	Working flexibly to meet the changing demands of the service by taking on any additional tasks and responsibilities to ensure the safe day to day running of the home.	1 - working flexibly 3+ - additional tasks
10	Taking responsibility to ensure records are maintained, accurate and up to date, both paper and electronic, including report writing and contributing to assessments.	1 to 3
11	Creating opportunities for young people to learn and practice skills to support them with a transition from the home. To include practical independent living skills, interpersonal skills and experiences aimed at developing their confidence, self esteem and resilience.	1 to 2 - independent living skills 3 to 6 - interpersonal skills

12	Regular and effective use of Outlook to respond to meeting and training invitations and to plan time off rota with your manager and team to enable you to attend	1 to 3
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Months 3 to 6

	Children's Residential Worker JD	Competency achieved by month
13	Establishing trusting, positive and warm relationships with young people to enable young people to feel confident to express their wishes and feelings whilst maintaining appropriate and professional boundaries.	3
14	In the context of understanding the role of the local authority in the legal and statutory framework establishing and sustaining effective multi-agency relationships across the professional team around the child and respecting the contribution that they and other individuals make to the care of young people.	3 to 6
15	Empowering young people to express their views and participate in decisions that affect them, as appropriate to their age and ability, and to take their wishes and feelings into account.	2 to 6+
16	Taking the lead on shift planning, working collaboratively within your team to ensure day to day activities with the home are completed. This will include effective handovers and processing petty cash and following up on the task set.	3
17	Establish and sustain positive and professional working relationships with your colleagues whilst being committed to promoting a positive team culture	3 to 6

Months 6+

	Children's Residential Worker JD	Competency achieved by month
18	Adhering to and promoting St. Christopher's Equality and Diversity policy in all aspects of our work and to actively challenge discriminatory practice.	6+

19	Promoting and implementing all of St Christopher's policies and procedures and to report to a line manager, or other appropriate person, malpractice or evidence which may suggest it.	6+
20	Being willing and capable to successfully complete training in permissible forms of physical intervention and restraint with young people and to use these techniques as a last resort where necessary in practice to ensure safety	6 to 9

The duties as outlined in this job description are not exhaustive and may change from time to time due to the changing nature of the working environment. You are expected to carry out all appropriate tasks necessary to meet the needs of the service, or as may be requested by your manager.

Person Specification

This section outlines the things we need from a Children’s Residential Worker. You’ll see you don’t always need specific qualifications or experience, but you will need to be able to demonstrate alignment with St Christopher’s values and behaviours.

	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
EDUCATION & TRAINING	Willingness & ability to achieve level 3 Diploma in Residential Childcare within 2 years.	Hold Level 3 Diploma in Residential Childcare or equivalent.	A - I
		Hold a relevant qualification, i.e. Degree in Social Work or Youth Work.	A
EXPERIENCE	Genuine commitment to working and supporting Young People to achieve their full potential.	Experience of children’s homes or semi-independent settings.	I - T
	Experience or understanding of outcome-based service delivery and the required standard of records which evidence that.	Experience of models of good child care practice, such as Social Pedagogy, Attachment Theory.	I - T
KNOWLEDGE	Basic understanding of safeguarding Regulations and Procedures.	Awareness of the key issues and areas of practice within a residential setting, including security and health and safety.	I - T
		An awareness of issues facing young people such as bullying, gangs, radicalisation, self-harm, sexual exploitation and how these impact on behaviour. Understanding of the impact of trauma.	I
	Basic knowledge of child development and an understanding of patterns of transition from childhood to adulthood.		A - T
SKILLS	Ability to build and promote trusted relationships while maintaining professional boundaries		I - T
	Ability to put young people at the centre of planning and decisions that affect them, responding to their individual and changing needs by working in partnership to encourage positive changes.		I - T
	Ability to reflect on actions taken and the impact of the outcomes, identifying strengths and weaknesses and how staff’s own experience, feeling and behaviours may influence relationships with young people.		

	Self-awareness and ability to reflect on own practice and to demonstrate respect of everyone's work, while challenging discriminatory practice.	I - T
	Team work skills and the ability to create positive relationships with a wide range of individuals and external agencies.	I - T
	Numeracy Skills to be able to account for petty cash.	I - T
	Ability to use IT System for recording information and related technology (i.e. setting up mobile phones, troubleshooting computer issues)	I - T
	Oral and written skills in order to understand regulations, guidelines policies and to maintain children's records.	A – I - T
SPECIAL REQUIREMENTS	Ability to commit to a flexible shift pattern, including early morning, long day, late evening, lone working, Bank Holidays, weekends and sleeping-in.	A - I
	Be aged 21 or older	A
	Hold a valid Enhanced DBS registered in the Update Service	A - I
	Commitment to undertake any necessary training and continuous learning to ensure a high level of service.	I

A – Application

I – Interview

T -Test

St Christopher's Fellowship has a minimum age requirement of 21 for roles working directly with children and young people in our residential and semi-independent Homes.

St Christopher's is committed to equal opportunities and welcomes applications from all sections of the community. We particularly encourage applications from males and older candidates, who are currently under-represented within St Christopher's Fellowship.

"We say it's okay"

This Job Description has been approved by St Christopher's Young People