



JOB DESCRIPTION	
Job Title	Childrens Residential Worker
Portfolio	Social Services - Integrated Services
Reports to	Residential Children's Home Management Team
Location	Residential Children Homes across Flintshire
Job Reference/ID Number	
Job Purpose	
<p>To create a happy and supportive home environment by providing a safe, caring and learning experience for children and young people. As a Residential Children's Residential Worker you will be required to work on a 24/7 hr rota which includes shift work and sleep-ins.</p> <p>Develop and maintain positive and professional relationships with children, young people (and families) residing at the Residential Children's Homes that support their social and emotional development.</p> <p>To provide focused, timely, reliable, and responsive support that allows for the child/young person to learn and practice new thoughts, feelings, and actions in the most important areas of their lives, via applied therapeutic knowledge and a genuinely caring relationship that creates a happy and safe environment.</p> <p>To assist in the overall provision of care and control. Each young person will have an personal plan and the role of Children's Residential worker will be to support the implementation of the plan on a day-to-day basis that also promotes the needs (physical, emotional, social, and intellectual) of the children and young people through a therapeutic, trauma informed approach.</p>	

Principal Accountabilities
<ul style="list-style-type: none">• To be able to develop trusted professional relationships with children and young people to keep them safe, balancing empowerment and limit setting in a nurturing, supportive and consistent way• Demonstrate commitment, openness, and willing to engage with the approach to the model of care in order to facilitate the therapeutic needs of children/young people.• To deliver child-centred care and support ensuring that children and young people receiving care and support that responds to their individual needs. and involves them in matters and decisions that affect them• To create a homely, warm, kind, friendly, environment ensuring that all your actions are transparent and open for discussion in professional supervision in accordance with the National Code of Professional Practice for Social Care• To undertake sleep-in duties, work unsociable hours and complete live / waking night duties at various locations as required to meet the individual or group needs of children and young people.• To contribute to the implementation of individual casework and group work with children and young people and their families that fully involves them and reflects their strengths, needs and desired outcomes as outlined in the individual care plan and placement plan. You must understand the plan and your role within it and work constructively with others involved in the plan such as social workers and other professionals.

- To observe, recognise, record, and interpret boundaries and set limits in relation to children and young people being accommodated and respond to challenging behaviour looking behind the behaviour and understanding the cause and reason of the behaviour, in accordance with the unit's care and control policies/procedures.
- To develop close professional links with other staff of the department and the staff of other agencies and organisations that is underpinned by relationship-based practice to understand and effectively respond to the needs of the child/young people.
- To undertake the role of key worker to individual children/young people, as appropriate and consistently and proactively ensure the therapeutic care of children and young people.
- To participate in staff supervision, performance review, training and development programmes arranged by the department.
- To participate in staff and other professional meetings and provide verbal and written reports when required, maintaining records and work at all times in accordance with the home's statement of purpose and function.
- To handle financial matters within the home in accordance with the authority's financial regulations.
- To act as a member of the residential care team, supporting colleagues and being prepared to receive support as necessary.
- To act flexibly, within bounds, in order to ensure the necessary cover for the home.
- To inform colleagues of developments, for example, during handover.
- To report to your line manager, or other appropriate person, any malpractices or evidence which may suggest it. This includes being familiar with:
 - a. the factors that may lead to harm, abuse or exploitation
 - b. the signs of potential harm or abuse
 - c. local procedures
 - d. your responsibility where a child / young person has been harmed or abused, or is in danger of harm or abuse.
 - e. Your role in reporting any concerns you have about the safety of a child or vulnerable young person
- To take an active role in the practical activities necessary to maintain the home and to set high standards in "home-making".
- To care for the fabric, equipment and grounds of the home.
- Working as part of a team, sharing responsibility fairly and ensuring compliance with Safeguarding policies and procedures

Supervision/Management of People

None

Employment Checks/Specific Requirement i.e. DBS
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A Health assessment and enhanced Disclosure and Barring Service check is required for this job. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.
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Special Working Conditions

Staff will be expected to work on a rota basis to cover 24/7, which will include weekends, sleep-ins and night shifts.
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Person Specification		
<i>The person specification sets out the skill, knowledge and experience that are considered to be necessary to perform the role and will be used in short-listing both at application and interview stage. It is therefore important that you demonstrate on your application how you meet all of the essential requirements.</i>		
Academic/ Professional Qualification	Essential / Desirable	How this will be assessed?
Good level of education, Educated to GCSE, Grade C level (5 or more GCSE's) or QCF Level 2 in Health and Social Care/Social Practice (or equivalent)	Essential	Application/Interview
QCF- Level 3 Health and Social Care Children and young people or equivalent or ability to complete within 18 months.	Essential	Application/Interview
Registered with Social Care Wales, have the ability to complete the requirements within 6 months	Essential	Application/Interview
European Computer Driving Licence ECDL	Desirable	Application/Interview
Knowledge and Experience		
Ensure all work is undertaken in accordance with statutory requirements i.e RISCA, Social Services Well Being Act 2014	Essential	Application/Interview
Understanding of the All Wales Safeguarding procedures and how this relates to the work within a childrens residential home	Essential	Application/Interview
An understanding of Regulation and Inspection of Social Care (Wales) Act 2016 (RISCA) and Social Services Well Being Act 2014 and United Nations Convention on the Rights of the Child (UNCRC)	Essential	Application/Interview
Experience of working in a children residential setting or experience of working effectively with young people who present challenging behaviours, to downplay risks and	Desirable	Application/Interview

dangers through minimalist and casual language and actions.		
Demonstrate an understanding of residential child care practices and the signs/symptoms of abuse	Essential	Application/Interview
An understanding and knowledge of the issues faced by young people, child and adolescent development, parenting capacity, environmental factors and risk and protective factors	Essential	Application/Interview
Be able to develop professional and trusted relationships, this includes the warmth, sincerity, and consistency in tone of voice and body language which conveys that they care and are the adult in the relationship.	Essential	Application/Interview
It is important that you are approachable and accessible to young people. This includes acting as a positive role model by promoting good equalities practice, valuing diversity, promoting individuality and providing advice, guidance and support as necessary.	Essential	Application/Interview
Experience of using Outlook Email, Microsoft Word, Excel, PowerPoint and or other IT systems as well as knowledge around social media platforms used by children and young people.	Essential	Application/Interview
Ability to advocate, support and promote the voice of the child	Essential	Application/Interview
Engage and promote children's needs and goals through planning and delivering activities, being creative, imaginative and have an overall sense of enthusiasm & fun.	Essential	Application/Interview
Skills		
Ability to communicate both verbally and in writing in Welsh	Desirable	Application/Interview
The ability to communicate in English is essential.	Essential	Application/Interview

Ability to work creatively with young people in partnership with their families, social worker and other departments and agencies.	Essential	
Able to discuss and repair relationships with children/young people, strong enough to keep the child/young person safe by gently yet firmly holding the agreed line' of expectations in a nurturing, supportive and consistent way	Essential	
Must be able to deal with difficult encounters and critical situations and apply appropriate / innovative strategies in dealing with anger, distress and upset.	Essential	
Ability to record events clearly, accurately, effectively and produce clear written reports	Essential	
Ability to work effectively and efficiently alone and also as part of the wider residential team	Essential	
Ability to make decisions/recommendations, individually and as part of a team.		
Establish links and maintain knowledge of services. Develop effective working relationships with other statutory and non-statutory services e.g. CAMHS, Adult Mental Health, Children's Social Care and Education colleagues, youth services etc. To promote positive outcomes for the children and young people.	Essential	Application/Interview
Maintain official records in accordance with departmental policies, procedures and legislation	Essential	Application/Interview
Be able to effectively contribute to the planning and development of the service delivery	Essential	
Ability to work unsociable hours, sleep-in shifts and be flexible to the changing needs of young people	Essential	Application/Interview

Capacity to work under pressure and ability to work on own initiative	Essential	Application/Interview
Ability to act responsibly and be accountable for monies allocated for specific purposes.	Essential	Application/Interview
Ability to carry out duties related to the daily running of a home such as cooking & cleaning etc	Essential	Application/Interview
Able to undertake activities involving manual handling and/or restrictive physical intervention	Essential	Application/Interview
Ability to drive and travel around the country to meet the needs of the children and young people	Essential	Application/Interview
Flintshire County Council Core Behavioral Competencies	Essential	How this will be assessed?
Customer First: Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation.	Essential	Application/Interview
Working Smarter: Being clear about what you are expected to deliver in your job and have the skills, motivation, enthusiasm and commitment to work effectively.	Essential	Application/Interview
Working Together/Partnership: Building and maintaining positive relationships in order to deliver better services for our customers and employees.	Essential	Application/Interview
Communication: Ensuring we understand each other, respect each other express and share ideas and information clearly.	Essential	Application/Interview
Change: Adapting to change and introducing better ways of doing things, through generating ideas and seeking out the best way to deliver our service.	Essential	Application/Interview
Leading and Managing: Leads and motivates self and others to continually improve performance.	Essential	Application/Interview