

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

As a Children's Residential Worker, your primary responsibility is to provide compassionate and holistic care to children and young people residing in a residential setting. You will employ an agreed therapeutic and trauma-informed approach to nurture a supportive environment conducive to their emotional well-being, stability, and personal growth. Working closely with individual children and young people, as well as their families or carers, you will contribute to a team effort aimed at delivering high-quality care and support to those who are unable to live with or are returning to their family members through no fault of their own. This role entails working on a rotating schedule covering 24/7 shifts, which may include waking nights or sleep-in shifts. Flexibility is key, as Children's Residential Workers may be deployed to different residential homes to meet the evolving needs of the service, children, and young people. Additionally, maintaining contact with former residents as they transition into adulthood post-18 is essential to provide ongoing support and guidance.

Responsibilities:

- Provide compassionate and holistic care to children and young people in a residential setting.
- Utilise an agreed therapeutic and trauma-informed approach to nurture a supportive environment.
- Work closely with individual children and young people, as well as their families or carers.
- Collaborate with a team to deliver quality care and support to children and young people.
- Adhere to a flexible rota covering 24/7 shifts, including waking nights or sleep-in shifts.
- Be prepared to work in other settings as required, based on the needs of the child/young person.
- Maintain ongoing contact with former residents as they transition into adulthood post-18.

Principal Accountabilities

1. Work with children and young people under the care of the local authority, ensuring support and contact are maintained post-18.
2. Develop trusted professional relationships with children and young people, prioritising their safety while fostering empowerment within nurturing boundaries.
3. Implement therapeutic and trauma-informed care approaches tailored to individual needs.
4. Implementing and adhering to the current care plan, personal plan, and any applicable legal parameters, including Deprivation of Liberty Safeguards (DoLS) orders.
5. Provide child-centred care and support, involving children and young people in decisions affecting them.
6. Cultivate a homely, transparent environment, adhering to professional standards and open for discussion.
7. Fulfil sleep-in duties, unsociable hours, and live/waking night shifts at various locations to meet individual or group needs.
8. Contribute to individual and group casework, ensuring involvement and reflection of strengths, needs, and desired outcomes.
9. Recognise and interpret boundaries, maintaining accurate and up-to-date records.

10. Demonstrate creativity and innovation in responding to challenging situations to safeguard children and young people.
11. Explore behaviour to understand its cause and function, promoting resilience and well-being through creative activities and structures.
12. Develop close professional relationships with colleagues and external agencies to effectively respond to children and young people's needs.
13. Serve as a key worker when necessary, ensuring proactive therapeutic care.
14. Participate in supervision, performance review, training, and development programs.
15. Attend staff and professional meetings, providing reports and maintaining records in accordance with the home's purpose.
16. Handle financial matters in line with authority's regulations and act as a supportive member of the residential care team.
17. Adapt flexibly to ensure adequate coverage and inform colleagues of relevant developments.
18. Report any concerns related to harm, abuse, or exploitation and adhere to safeguarding policies and procedures.
19. Participate in practical home maintenance activities and uphold high standards of cleanliness and maintenance.
20. Take responsibility for the maintenance and care of the home's fabric, equipment, and grounds to prevent damage.
21. Collaborate as part of a team, sharing responsibilities and ensuring compliance with safeguarding policies and procedures.

Supervision/Management of People

None

Employment Checks/Specific Requirement i.e. DBS

- An Occupational Health assessment and enhanced Disclosure and Barring Service check (Child and Adult) are required for this role. Note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.

Special Working Conditions

- Employees will work on a rota basis covering 24/7 shifts, including weekends, sleep-ins, and waking night shifts.
- The role requires travel throughout the county and across the UK; therefore, a valid full UK Driving License is necessary to drive the allocated vehicle.
- The Children's Residential Worker role involves working within a residential home as well as various settings such as the child's family members/carers home, education setting, activity providers setting, and outdoor spaces to promote health and well-being tailored to individual needs and plans for the child or young person.

Person Specification		
The person specification outlines the skills, knowledge, and experience necessary for the role, which will be used in short-listing candidates during the application and interview stages. It's important to demonstrate how you meet all essential requirements.		
Academic/ Professional Qualification	Essential / Desirable	How this will be assessed?
- Good level of education: Educated to GCSE Grade C level (5 or more GCSEs) or QCF Level 2 in Health and Social Care/Social Practice (or equivalent).	Essential	Assessed during application/interview
- QCF Level 3 Health and Social Care Children and young people or equivalent, or ability to complete within 18 months.	Essential	Assessed during application/interview
- Registered with Social Care Wales, with the ability to complete the requirements within 6 months.	Essential	Assessed during application/interview
- European Computer Driving Licence (ECDL) desirable.	Desirable	Assessed during application/interview
Knowledge and Experience		
- Understanding and adherence to statutory requirements such as RISCA and the Social Services Well Being Act 2014.	Essential	Assessed during application/interview
- Understanding of All Wales Safeguarding procedures and their application within a children's residential home.	Essential	Assessed during application/interview
- Understanding of Regulation and Inspection of Social Care (Wales) Act 2016 (RISCA), Social Services Well Being Act 2014, and United Nations Convention on the Rights of the Child (UNCRC).	Essential	Assessed during application/interview
- Experience and understanding of therapeutic approaches within Residential Care and the ability to implement them in practice (e.g., PACE, DDP, DBT, MST, +Proactive Approaches).	Essential	Assessed during application/interview
- Experience working in a children's residential setting or effectively with young people who have experienced trauma, neglect, loss, and rejection, and present challenging behaviours.	Essential	Assessed during application/interview

- Ability to be creative in response to challenging behaviours, remaining calm, and implementing de-escalation techniques.	Essential	Assessed during application/interview
- Understanding of residential child care practices, signs/symptoms of abuse, child and adolescent development, impact of trauma, parenting capacity, environmental factors, risk, and protective factors to adapt the environment to meet daily needs.	Essential	Assessed during application/interview
- Ability to develop professional and trusted relationships, including warmth, sincerity, and consistency in communication conveying care and authority.	Essential	Assessed during application/interview
- Approachability, acting as a positive role model, promoting equality, valuing diversity, individuality, and providing guidance and support as necessary.	Essential	Assessed during application/interview
- Experience using Outlook Email, Microsoft Word, Excel, PowerPoint, and other IT systems, as well as knowledge of social media platforms used by children and young people.	Essential	Assessed during application/interview
- Ability to advocate, support, and promote the voice of the child.	Essential	Assessed during application/interview
- Engagement and promotion of children's needs and goals through creative and enthusiastic planning and delivery of activities.	Essential	Assessed during application/interview
Skills		
- Ability to communicate verbally and in writing in Welsh	Desirable	Assessed during application/interview
- Ability to communicate verbally and in writing in English	Essential	Assessed during application/interview
- Ability to implement therapeutic approaches and adapt the environment to support positive outcomes.	Essential	Assessed during application/interview
- Ability to develop and maintain professional, positive relationships and work creatively to promote coproduction with the child/young person at the centre of their care and support.	Essential	Assessed during application/interview
- Ability to develop and maintain multi-agency relationships to achieve positive outcomes and safeguard children/young people.	Essential	Assessed during application/interview

- Ability to discuss and repair relationships with children/young people, maintaining safety by holding agreed expectations in a nurturing, supportive, and consistent way.	Essential	assessed during application/interview
- Ability to handle difficult encounters and critical situations, applying appropriate and innovative strategies in dealing with anger, distress, and upset.	Essential	assessed during application/interview
- Ability to record events clearly, accurately, and effectively and produce clear written reports to safeguard.	Essential	assessed during application/interview
- Ability to work creatively and innovatively on a 1:1 basis or as part of a team to support the health and well-being of the child/young person.	Essential	assessed during application/interview
- Ability to dynamically risk-assess situations and environments and make effective decisions to prevent escalation and implement safeguarding procedures.	Essential	assessed during application/interview
- Establishment of links and maintenance of knowledge of services, developing effective working relationships with statutory and non-statutory services to promote positive outcomes for children and young people.	Essential	assessed during application/interview
- Maintenance of official records in accordance with departmental policies, procedures, and legislation. (Essential; assessed during application/interview)	Essential	assessed during application/interview
- Effective contribution to the planning and development of service delivery. (Essential)	Essential	assessed during application/interview
- Ability to work unsociable hours, sleep-in shifts, and be flexible to the changing needs of young people and the service.	Essential	assessed during application/interview
- Capacity to work under pressure and ability to work on own initiative.	Essential	assessed during application/interview
- Ability to act responsibly and be accountable for allocated funds.	Essential	assessed during application/interview

- Ability to carry out duties related to the daily running of a home, including cooking, cleaning, and maintenance.	Essential	assessed during application/interview
- Ability to undertake activities involving manual handling and/or restrictive physical intervention as a last resort.	Essential	assessed during application/interview
- Ability to drive and travel around the country to meet the needs of children and young people.	Essential	assessed during 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	assessed during 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	assessed during application/interview
Working Together/Partnership: Building and maintaining positive relationships in order to deliver better services for our customers and employees.	Essential	assessed during application/interview
Communication: Ensuring we understand each other, respect each other express and share ideas and information clearly.	Essential	assessed during 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	assessed during application/interview
Leading and Managing: Leads and motivates self and others to continually improve performance.	Essential	assessed during application/interview