



Job Description

Residential Support Worker

Salary Scale: £9 per hour/ £40 per sleep in

1. THE POST	
	The post holder will;
1.1	Be aware of the Quality of Care Standards for children’s homes.
1.2	Be responsible to the Home Manager for providing care to the young people placed at the home that goes beyond the national minimum standards.
1.3	Ensure their practice will, at all times, be of the highest standards and be in accordance with the Children Act 1989, The Children’s Homes Regulations 2015, Company Policy and other relevant legislation .
1.4	Able to challenge, where appropriate, the negative behaviours and attitudes of those young people in our care and continually praise and comment on positive behaviours as a way of changing behaviours.
2. THE TASK	
2.1	To provide leadership, direction and support to young people at the home.
2.2	To follow and apply the collective philosophy and policy of the company as prescribed in the policy document.
2.3	To ensure that accurate reporting and recording of all relative information is maintained at the highest level in accordance with policy document standards.
2.4	To ensure the delivery of residential care is at a consistent level, which exceeds the NMS.
2.5	To ensure acceptable standards of behaviour are maintained by the young people. Challenging, directing and guiding where necessary.
2.6	To be an effective role model, and to challenge, where appropriate, the behaviors’ and attitudes of those young people in our care.

2.7	To work closely with the Home Manager (HM) to ensure a successful, calm and efficient running of the home.
2.8	To ensure young people in our care receive the best level of care from all members of staff and to challenge and report unacceptable levels of care from other staff members.
2.9	To ensure regular house meetings are held and recorded with both staff and young people.
2.10	To ensure house administration, daily paperwork, petty cash books and recordings are to the required standard.
2.11	To ensure sickness/absence is reported daily.
2.12	To participate in sleep in duties as required.
2.13	To take part in and prepare for regular supervision by having items for supervision agenda.
2.14	To implement the agreed placement planes of each young person and ensure that individual goals are met.
2.15	To have a commitment to ongoing personal professional development through training, and in particular, to work towards a qualification at least NVQ 3 in Health and Social Care (Care).
2.16	To actively encourage the young people in our care to express their views openly, both individually and collectively.

3. THE WORK WILL INCLUDE	
3.1	A high standard of physical, emotional and social care, which will include the safety and well-being of the young person together with an understanding of their special needs at all times.
3.2	To ensure that the spiritual, cultural and racial needs of each young person are met.
3.3	To actively ensure that staff and the young people in our care are not subjected to, or responsible for, racist, sexist discriminatory or intimidatory practices, all in line with company policy and accepted anti-discriminatory practice.
3.4	To ensure that accurate and properly recorded information is passed to the HM, the young persons Social Workers and parents.
3.5	To assist the HM in the preparation of placement plans, risk assessments and to participate in Admissions and Care Reviews as required by the HM. As skills are developed in these areas, to take on some of these duties (with the continued support of

	the HM).
3.6	To share domestic duties that relate to the care and welfare of young people e.g. housework, cooking, shopping etc.
3.7	To participate fully with in-house training.
3.8	To lead by example and promote good staff morale.
3.9	To ensure the House exceeds the NMS and ensures all shortfalls as endorsed by HM monthly check or Reg. 44 is rectified as soon as reasonably practicable.
3.10	To participate in monthly staff meetings and fortnightly residents meeting
3.11	To participate annual appraisals.
3.12	To actively seek and receive supervision from the HM at least once per month.
3.13	To be aware, and observe, of Health and Safety regulations as they apply to the residential setting.
3.14	To adopt a responsible attitude towards the care and use of vehicles, furniture, equipment and fabric of the company and to be vigilant around the efficient use of gas, electricity, water etc in relation to general running costs.
3.15	To ensure all incidents, restraints, injuries are reported accurately in accordance with the OFSTED and HSE requirements.
3.16	To debrief and support all team members through difficult incidents.
3.17	To ensure the production of monthly progress reports of a) individual Young Persons, and b) general House concerns.
3.18	To forge positive links and relationships within the community, participating in connection with schools and colleges, health professionals, and leisure activities.
3.19	To encourage and support young people in becoming part of the community and to utilize local services as appropriate.
3.20	Any other work that is deemed necessary for this post, in line with the post holder's abilities and level of training.

4. SPECIFIC DUTIES IN THE ABSENCE OF THE LINE MANAGER.	
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4.1	To take responsibility of running the shift that promotes the young peoples well-being according to your level of skills.
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5. MISCELLANEOUS.	
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5.1	The post holder is to ensure that Health & Safety instructions and guidelines are observed at all times.
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5.2	The post holder is to comply with company policies and procedures at all times.
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