



KINGDOM CARE
Safer Futures for Children and Young People

Job title	Senior Residential Support Worker (SRSW)
Responsible to	Deputy manager/Registered care manager
Responsible for	Care of the young people and staff support
Key internal contacts	Other staff within the care team, managers and RI
Key external contacts	Family members, School/ education providers Placing authorities and service providers Other professionals (nurse, advocate, CAFCASS, IRO) Regulatory bodies (eg Ofsted) Local services – statutory, voluntary and community neighbours

Job description

- To provide advice, assistance and support to young people
- To attend to the young people's practical, physical and emotional needs
- To act as an appropriate role model and to work closely with the young people to enable them to address their difficulties and achieve their potential
- To undertake a lead role in ensuring the care and welfare of each child in placement
- To give guidance and support to all Residential Workers, including giving supervision as guided by the Registered Manager
- To raise any concerns with the Registered Manager as appropriate
- To plan and lead a shift ensuring all relevant tasks are completed

KEY TASK AREAS AND RESPONSIBILITIES

Young People

- To maintain a high quality of care and support which meets the physical, emotional, intellectual, social and cultural needs of children and young people within the care of Kingdom Care Children's Home in line with current regulations and legislations
- To provide a caring, supportive and nurturing environment in which children/young people can feel secure and free from harm
- Establishing positive relationships with young people and always offering them unconditional and positive regard
- Helping young people gain self-control by challenging unacceptable behaviour and rewarding acceptable, pro-social conduct

- Ensuring that each young person's care plan is followed and amended as appropriate to reflect their changing needs
- Attending to practical matters in relation to childcare (cooking, cleaning, general maintenance around the home etc)
- To act as a keyworker or co-keyworker for a young person to ensure that the young person's care plans are up to date and that all their care needs are being met
- To provide a positive role model to be able to offer advice, guidance and assistance where appropriate
- Establishing relationships which young people perceive to be positive, warm and rewarding
- Providing advice, assistance and support on a 1:1 basis to enable young people to address past and present difficulties
- Providing emotional support at times of difficulty or stress
- Being ambitious for young people, helping them achieve their goals and optimise their potential
- Providing support for young people in their education and extracurricular activities, this may include supporting them in the classroom if necessary and with homework
- Keeping accurate records and providing written reports on young people for planning meetings, reviews or any other meetings
- Empowering young people and facilitating their active involvement in the decision making about their lives and future, including attending their planning/ review meetings and supporting them to have their voice heard
- Acting as an advocate at meeting, where the young person is the subject of discussion
- Encouraging the young person to develop links with the community, attend off-site activities and expand their personal social network away from the home
- Attending young people's meetings and contributing towards them

Staff

- Being aware of the aims and objectives of the home and working collaboratively with colleagues to achieve them
- Attending team/ staff meetings and training sessions, and making a positive contribution to them
- Actively contributing to the development of the team, whilst leading your shifts effectively
- Being able to communicate effectively with colleagues and other professionals in both written and in verbal form
- Being willing to give and receive feedback on performance with colleagues and managers
- Being aware of plans, guidelines and risk assessments for all young people in placement and providing support for colleagues by maintaining consistency in the execution of those plans
- Providing informal practical and emotional support to colleagues experiencing difficulties
- Attending and contributing to regular supervision sessions in line with Kingdom Care Children Home's policies and procedures

- Carry out supervision with the members of the team that you line manage
- Monitoring the conduct of colleagues and referring on any causes for concern (whistleblowing)
- Being familiar with all policies and procedures, adhering to them and ensuring your colleagues do so too

Quality

- To ensure that appropriate standards are maintained, especially in relation to care, educational and clinical programmes (service dependent) for the young people in their care, in accordance with company policies

Specific areas include:

- The statement of purpose
- Safeguarding
- Health & safety – environmental health, food, fire, risk assessments
- Complaints and representation
- SCIFF
- Children's Home Quality Standards 2015
- Equality & diversity

General

- Driving company vehicles (current driving licence holders subject to procedures)
- Receiving training appropriate to the role and maintaining an up-to-date training profile
- Responsibility for the accurate maintenance of financial records appropriate to the duties of the post
- Responsibility for the health, safety and welfare of self and colleagues in accordance with the requirements of the organisational health and safety policies
- Flexibility of shift patterns to ensure the correct support is available for the home and young people (to include early and late shifts, long days and short days, evening, weekend and bank holiday working and sleep in shifts)

Person specification

Experience	Essential	Desirable
Within the last 5 years, worked for at least 2 years in a position relevant to the residential care of children.	Yes	
Experience working with individuals who have behaviours that challenge	Yes	
Worked for at least one year in a role requiring the supervision and management of staff working in a care role		Yes
Level 3 Diploma in Residential Childcare (England)		Yes
Skills, Knowledge and Aptitudes	Essential	Desirable
Ability to work independently and as part of a team	Yes	

Ability to lead shifts confidently	Yes	
Ability to learn and adapt to difficult and emotive situations	Yes	
Ability to build professional relationships with young people	Yes	
Effective communication skills, verbal and written	Yes	
Good IT skills	Yes	
Good organisational and time management skills	Yes	
Ability to follow safeguarding procedures	Yes	
Good role model for the young people	Yes	
Qualifications and Training	Essential	Desirable
Willingness to work towards further qualifications as required	Yes	
Undertake relevant group induction training on commencement	Yes	
Attend monthly training sessions	Yes	
Other	Essential	Desirable
Commitment to the values of the organisation	Yes	
Driving licence		Yes
Take part in on-call rota for one or more homes	Yes	