

## JOB DESCRIPTION

<b>Job Designation</b>	Senior Residential Support Worker
<b>Reports to</b>	More senior member of staff at the Home, ultimately the Manager

<b>Main Purpose of Job</b>	To effectively and efficiently deliver the main responsibilities and key result areas within the Senior RSW role. Ensuring effective service delivery with a view to supporting the positive development of the children/young people, staff, service and organisation.
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<b>Main Duties and Responsibilities</b>	
<p><b>Supporting the Needs of Children and Young People</b></p> <ul style="list-style-type: none"> <li>• Through individual practice and the effective management of a team, actively support the positive holistic development of the children/young people within the home.</li> <li>• To actively safeguard and promote the welfare of the children/young people.</li> <li>• To report immediately any unsafe practices and conditions.</li> <li>• To ensure the ongoing assessment of children and young people's needs in day to day practice.</li> <li>• Ensure all staff practice is in line with best practice and the children and young people's Care and Placement Plans.</li> <li>• Actively promote structure, boundaries and routines within a safe and nurturing environment.</li> <li>• Take responsibility for the effective and efficient running of shifts including the planning and facilitation of activities.</li> <li>• Provide a positive role model for the young people, presenting oneself in a highly professional manner.</li> <li>• As required work with young people on intervention strategies to promote pro-social behaviour.</li> <li>• Ensure the delivery of all key worker areas and responsibilities including delivery of direct work.</li> </ul>	
<p><b>Personal Development and Team Membership</b></p> <ul style="list-style-type: none"> <li>• Represent the home at reviews and or meetings.</li> <li>• Undertake relevant training programmes as required by governing regulation, guidance, and the Company.</li> <li>• At all times promote and ensure anti-discriminatory practices.</li> <li>• Oversee, supervise, appraise and develop the skills of staff in their working practice.</li> <li>• Work in partnership and develop professional working relationships with colleagues, other agencies and professionals to meet the needs of young people and their families.</li> <li>• Fulfil sleep-in duties in accordance with the agreed rota.</li> <li>• To show a willingness to undertake appropriate training as part of overall professional development.</li> <li>• To carry out any other reasonable and relevant duties as required including deputising in the absence of senior colleagues.</li> </ul>	
<p><b>Regulatory and Administrative</b></p> <ul style="list-style-type: none"> <li>• Ensure effective service delivery in line with the policies and procedures of the Home and the Company.</li> </ul>	

- To work in accordance with the Children's Homes Regulations, other statutory guidance, and co-operate with any inspection process.
- Oversee, write and edit all reports when submitted for meetings and reviews.
- Monitor and maintain administrative requirements ensuring compliance with policy and regulation.
- Take responsibility for having sound working knowledge of key policies and procedures including Safeguarding, Fire and Health and Safety Procedures at your place of work.

### General Statement

The above duties and responsibilities do not include or define all tasks that may be required by the post holder. The duties and responsibilities may vary without changing the general character of the duties or the level of responsibility entailed.

### Equal Opportunities

The company supports Equal Opportunities in Employment and opposes all forms of unlawful discrimination on grounds such as colour, race, nationality, ethnic or national origin, sex, marital status, disability, sexual orientation, religion or belief and age. You are expected to comply at all times to the Company EO Policy and Guide to Equality document.

The above job description forms part of your Main Terms and Conditions of Employment. The Company reserves the right to vary duties and responsibilities at any time.

## PERSON SPECIFICATION

<b>Job Designation</b>	Senior Residential Support Worker
<b>Reports to</b>	More senior member of staff at the Home, ultimately the Manager

	ESSENTIAL	DESIRABLE	VERIFIED BY
<b>Qualifications and Experience</b>			
Level 3 Diploma for the Children and Young People's Workforce (children's social care pathway) or equivalent	✓		Application Form/ Certificate
Minimum of 2 years' experience of working with young people in a residential setting or relevant setting.	✓		Application Form/ Interview
Experience and ability of managing, motivating and developing teams.		✓	Application Form/ Interview
<b>Skills and Ability</b>			
Effective communication and interpersonal skills with colleagues, outside agencies, children and families.	✓		Application Form/ Interview
Use own initiative when required.	✓		Application Form/ Interview
Demonstrate flexibility in order to support the needs of the company.	✓		Application Form/ Interview
Effective and accurate reporting, recording and administrative skills.	✓		Application Form/ Interview
<b>Knowledge</b>			
An understanding of the needs of looked after young people.	✓		Application Form/ Interview
Knowledge of the relevant regulations, legislation and statutory guidance.	✓		Application Form/ Interview
Knowledge of the work of other agencies involved with children.		✓	Application Form/ Interview
An understanding the principles of safeguarding and child protection.	✓		Application Form/ Interview
An understanding of intervention strategies.	✓		Application Form/ Interview
An understanding of child development.	✓		Application Form/ Interview
<b>Personal Qualities</b>			
To form professional positive, and functional relationships with children and young people.	✓		Application Form/ Interview
The ability to deal with difficult situations and make appropriate decisions in line with the policies and procedures of the Home.	✓		Application Form/ Interview
To learn quickly and absorb information in relation to working with children and young people.	✓		Application Form/ Interview

To ask for guidance and support when needed and to admit mistakes with a view to continual professional development.	✓		Application Form/ Interview
Commitment to the behaviours and values recognised by the company in relation to integrity, honesty, reliability and compassion.	✓		Application Form/ Interview
<b>Additional job requirements</b>			
Full UK driving licence		✓	Application Form/ Certificate