**Job Description**

**Post:** Residential Worker

**Reports to:** Service Manager

**Location:** Portland Street/Cauvin House

**Date of Issue**: March 2017

**Purpose of job**

1. Participation in the provision of a stimulating environment which gives care, control and nurture appropriate to maintaining and promoting the emotional and physical well-being and development of children and young people.
2. In conjunction with other professional colleagues, to design, implement and review individual care plans.
3. To take keyworker responsibility for the care of individual residents and their care plans.
4. To engage in such work with families as is appropriate to individual care plans.
5. To maintain good relations and communications between the unit and the local community, other agencies, including the placing local authority.
6. To ensure all safeguarding procedures are followed and to promote a safe environment for young people and their children.

**Professional**

* To provide a flexible, sensitive and integrated child care service in response to assessed need.
* To participate in high quality inter-agency practices in respect of young people in the care of the unit.
* To work with the parents of young people referred to or resident in the unit.
* To participate with young person, family, case worker and other relevant professionals in the development of individual plans, and to attend case conferences, children’s hearings, reviews and other meeting as appropriate.
* To ensure that young people receive individual attention according to their needs and wishes.
* Keep abreast of current issues relating to the care of young people preparing to leave care and live in the community.
* To ensure the meeting of young people’s needs is paramount in all aspects of their care.

**Other duties/responsibilities**

* To ensure proper records are maintained.
* To note and report any repairs and maintenance requirements as necessary.
* To prepare reports as required within the unit.
* Attend staff meetings and contribute to the smooth running of the unit within the team.
* To accept such administrative/recording responsibilities as required.
* To undertake such other appropriate duties as the Governors, Chief Executive, Deputy CEO or Senior Service Manager shall determine.

**Decisions made in course of job**

* Decision making in relation to care programmes within the unit and individual care plans.
* Participate in planning for individual admissions to the unit, the care provider for the young person whilst in the unit and support to the young person when moving into the community for 4-6 weeks.
* Participate in the organisation’s provision of a continuum of care, working closely with the Trust’s Aftercare Team

**Supervision received**

* Would be expected to work substantially on own initiative to some extent but as part of the team of the unit and within the framework of policy and priorities as already established.
* Will receive regular and planned supervision from the Service Manager to discuss issues related to young people and to progress professional development and training needs.

**Contacts**

* Other professional staff involved with residents (e.g. social workers, health service, police, and children’s hearing system).
* Members of staff from the Care Inspectorate.

**Educational/vocational qualifications required**

HNC/SVQIII in Social Care, Diploma in Social Work or equivalent as required for registration with SSSC.

**Experience required**

Experience and knowledge of care work, ideally with young people.

**Complexity**

Dealing with range of professional matters relating to the needs of young people and their families within and from the unit.

**Creativity**

* Contributing to a flexible service in response to changing needs and circumstances.
* Involvement in the development of imaginative care plans for young people and their families.
* To make oneself aware of training requirement and individual development.

**Other special factors**

* Residential staff operate a shift system covering 365 days a year.
* A residential worker would be expected to work her/his contract hours within a shift system and sleep-in duties as required.
* Rotas will be subject to alteration from time to time, in response to the needs of the unit, to be determined by the Service Manager.