



## JOB DESCRIPTION

<b>Job Designation/ Service</b>	<b>Senior Residential Support Worker</b>
<b>Salary Point and scale</b>	<b>£27,378 - £32,448 plus £30 per sleep (estimated at 11 sleeps per month for FTE employee equating to c £3,960 per annum.</b>
<b>Responsible to</b>	<b>Assistant Manager</b>

### **Job Purpose and Role:**

Under the leadership of the Assistant Manager, ensure that the care objectives, as defined by the Registered Manager, are delivered by you and the RSW's that report into you and your SRSW peer group.

You will be responsible for:

- Ensuring that the care objectives are effectively deployed by the team on shift.
- Ensuring that the paperwork for the children is completed.
- Ensuring that the home is operated to outstanding quality levels.
- Ensuring that the team adhere to the risk assessment and are aware of any risk mitigation and actions and boundaries around the care planning of the child in placement.
- Formal Supervision and mentoring of the RSW's.
- Submission of financial spends at the end of each shift.
- Shift handovers and debriefs of more junior team members.

To effectively and efficiently deliver the main responsibilities and key result areas encompassed within a Senior Residential Support Worker role. To meet the below requirements within a children's home providing day to day care, direction and support to children who may display challenging and disruptive behaviours, emotional and social difficulties.

You will actively encourage each child to engage with the ethos of A Wilderness Way but putting in mechanisms and plans that support the use of the outdoors. Although we wish to ensure that our children feel at home with us, as an organisation we do not support prolonged periods of time in the house and with your skills and experience you will already be able to demonstrate how to engage children in other activities that inspire and motivate them.

### **Main Duties and Responsibilities:**

- Assist the management of the home in developing the skills and potential of residential support workers through effective supervision and support.
- Take responsibility for the effective and efficient running of shifts.
- Work within and ensure effective delivery of the policies and procedures in the home, and the organisation.

- Monitor and maintain administrative requirements, ensuring that the outcomes of our children meet the standards set out in children's legislation, and the homes working practices.
- Ensure ongoing assessment of children and young people's needs in day-to-day practice.
- Oversee, supervise and develop the skills of employees in their daily working practice.
- Promote and actively encourage the delivery of a safe, structured and nurturing environment.
- Work as part of a multi disciplinary team both within the home and with external agencies.
- Relate to and engage young people who display challenging behaviour.
- Assist young people to identify unsafe, dangerous, harmful and abusive situations, individuals and groups.
- At all times ensure the health, safety and wellbeing of the children and young people.
- Ensure employees are aware of and deliver the support required to ensure the life chance opportunities of children and young people are met in relation to their social, educational, leisure, emotional, physical and cultural needs.
- Ensure the delivery of all key worker areas and responsibilities.
- Ensure a variety of intervention strategies are utilised in relation to behaviour management.
- Where required deputise in the absence of the management of the home.
- Where required attend reviews and or meetings.
- Ensure an open culture is created so that children and young people feel they can complain and that they are listened to.
- Ensure that all administrative requirements of the home are maintained in such a way that they are compliant with good childcare practices, homes procedures, company policies.
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- Ensure that all administrative requirements of the home are maintained in such a way that they are compliant with good childcare practices, homes procedures, company policies and children's regulations.
- At all times promote and ensure anti discriminatory practice.
- Oversee, write and edit all reports when submitted for meetings and reviews.
- Undertake all relevant training as and when required.
- You must co-operate with the Company in complying with the Health and Safety requirements and are therefore expected to follow Company policies, to acquaint yourself with the Fire, Health and Safety Procedures at your place of work and report any unsafe practices and conditions.
- It is the responsibility of the post holder to comply with Health and Safety and Equal Opportunities requirements at all times.

### **Person Specification**

You will work closely with the Registered Manager to ensure the delivery of high-quality therapeutic care to young people as part of our integrated service offering. In order to achieve this, you will hold knowledge of PACE model of therapeutic parenting and/or trauma-based models, having used these models in practice.

Alongside this you will also have knowledge of relevant legislations and be confident in your knowledge so that you are able to guide and develop the wider team. You will work alongside a varied staff team and will form part of the on-site rota. You will role model our values and expected behaviours at all times and work to ensure these behaviours are replicated throughout your team and with your shift partner by providing mentoring, coaching monitoring and supervision to your shift partner.

In conjunction with the Assistant Manager, you will assist in developing staff knowledge and understanding in order to safeguard practice and processes. The organisation values the development and progression of our employees and you will actively encourage the progression of your team and the

achievement of appropriate qualifications.

You will have a good level of written and verbal English to ensure the appropriate completion of reports being mindful at all times your stakeholder audience including the children and their social workers and any external bodies/agencies. You will have a level of financial and data reporting awareness that will transfer into offering assistance to the Quality and Compliance Manager and Assistant Manager with the aim to achieving organisational KPI's and objectives.

In the lower band of the SRSW grade, although not essential that you hold a level 3 Diploma in Health and Social Care (Young People) you must have demonstrated a level of academic achievement in your specialist area if equivalent experience and qualifications are to be considered. If your qualifications are not equivalent, you will need to commit to achieving your level 3 within short timescales. At the highest level of the SRSW grade, you will have to hold your Level 3 or Level 4 in Children and Young People's Workforce.

### Collaboration

We collaborate in a spirit of openness and humility, recognising the multiple perspectives, unique contributions and commitment of all team members to the best possible care for our young people.

### Adaptation

We adopt a learning culture which promotes honesty above results, seeing our practice as a continuous process of reflection, adaptation and growth.

### Respect

We respect and value everyone as an individual with their own strengths, needs and experiences and a shared humanity.

### Empathy

We respond with empathy and compassion and we treat each other as partners with a shared goal.

<b>Area</b>	<b>Criteria</b>	<b>How Assessed*</b>
<b>Experience</b>	1.1 Previous experience in childcare settings and/or pre-qualifying work experience in children's residential services.	A, I
	1.2 Experience of mentoring support workers and helping them to understand how to positively role model to the children in their care. Although not essential, experience of formal supervision of teams in a care setting is advantageous.	A, I
	1.3 Experience of working with OFSTED and other regulatory bodies, and understanding frameworks and assessment standards	A, I

	1.4 Experience of handling conflict and managing sensitive issues to achieve positive outcomes	A, I
	1.5 Demonstrable experience in working with and on behalf of children, respecting and maintaining their individuality and promoting their positive development.	A, I
	1.6 Experience of working with children with EBD and additional care needs.	A, I
<b>Knowledge</b>	2.1 Up-to-date knowledge of relevant Child Care or Family Placement Legislation. Residential Children's Home Settings including Health and Social Care Standard, Government Guidance and Best Practice.	A, I, D
	2.2 Knowledge of the AWW induction standards and all regulatory and statutory frameworks relevant to working with looked after children in a residential setting.	I, D
	2.3 Understanding of child development and strategies for Managing Challenging Behaviour	A, I, E
	2.4 Understanding of the complexities of group living	I, D
	2.5 Awareness of factors impacting on, and issues facing, vulnerable children and young people and families.	I, D
	2.6 Strategies for promoting children's spiritual, moral, social, and cultural development including knowledge about citizenship and ethnic and cultural diversity	A, I, D
	2.7 Understanding of the role of the 'team around the child' in addition to an understanding and appreciation of the role that external agencies provide to looked after children.	I, D
<b>Education/ Training / Qualifications</b>	3.1 Diploma and/or qualification relevant to Level 3 or above in Children and Young People's Workforce	A, D
<b>Skills &amp; Abilities</b>	4.1 Ability to support the management of homes including allocation of duties and responsibilities, staff deployment, day-to-day supervision, and oversight	I, E
	4.2 Excellent verbal communication skills with staff, young people, families, the local community, and external organisations	A, I, E
	4.3 Skilled and capable of understanding the independent needs of each child and adapting styles and approaches appropriately.	I, E

	4.4 Ability to make informed decisions, give direction and lead by example	I, E
	4.5 Ability to work with others with a mature outlook, working collaboratively as part of a team within the homes and across all services	I, E
	4.6 Ability to present as a calm, stable and consistent role model for young people, staff and the organisation.	I, E
	4.7 Ability to multitask and prioritise using effective organisation and planning skills	I, E
	4.8 Ability to work with a degree of autonomy in a flexible and creative manner, whilst maintaining adherence to policy and procedure at all times.	I, E
<b>Other work-related requirements</b>	5.1 Ability to support the core values of A Wilderness Way.	A, E
	5.2 Willingness to undergo a satisfactory enhanced DBS or PVG check and to register with the DBS Update Service <b>OR</b> hold a satisfactory enhanced DBS/PVG check for the correct workforce <u>plus</u> existing registration for the DBS Update Service and SSSC Registration if applicable.	A, E
	5.3 Ability to understand the needs of people from diverse cultural, social and racial backgrounds including those who have experienced an unsettled childhood	A, E
	5.4 Commitment to outstanding and aspirational results for children and young people in the looked after system.	A, E
	5.5 Full driving licence (preferably without endorsements)	A, D

### General Statements

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

A Wilderness Way 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's EO Policy and Guide to Equality document.

\* A=Application, I= Interview, R=Reference, T=Task, E=Essential, D=Desirable