

JOB DESCRIPTION

Job Designation/ Service	Residential Support Worker / Operations
Responsible to	Senior Support Worker
Direct reports:	0
Introduction:	
<p>To effectively and efficiently deliver the main responsibilities and key result areas encompassed within a Residential Support Worker role. To meet the below requirements within a registered children's home providing day to day care, direction and support to young people who may display challenging behaviours, emotion and social difficulties. A key part of the role will be to utilise the outdoors as a means of education and support for the children we look after in addition to set educational activities as determined by the Teacher in Charge.</p>	

Main Responsibilities and Specific Outcome Area's:

- Alongside team staff, provide a high standard of care for the young people in your charge.
- To ensure that all aspects of a young person's physical, emotional, social and intellectual needs are met as individuals and within the setting, actively assisting each young person towards achieving a realistic level of success in their targets and goals during placement and beyond.
- To lead activities, appropriate to your qualifications and experience.
- Where no programme exists for the days you are working, identify activities in which the young person can be engaged in line with A Wilderness Way ethos and guideline documents.
- To encourage the young people to participate in the activities.
- Working early, late and night shifts (including sleepovers) on a rota basis as determined by the Home Manager that support the needs of each child. To participate in activities as either a leader or participant as appropriate.
- To be alert to signs of distress or abuse and to ensure young people are monitored and protected.
- To work within the Children's Act 1989, Children's Home Regulations, Quality Standards and all child care and registration guidelines.
- To provide a positive role model to young people and maintain high professional standards at all times.
- To assist in the motivation of young people to take an active part in decision making and be involved as much as possible to the design and delivery of the service they receive.
- To ensure every young person is made aware of their rights and that they are encouraged to explore these rights.
- To attend reviews and planning meetings when required.
- To supervise contact and professional visits as required.
- To participate in achieving high standards of cleanliness, laundry and all appropriate household duties.
- To work cooperatively as part of a team and to provide support to colleagues as required.
- To attend and contribute to monthly staff meetings, supervisions and training events.
- To receive regular formal, personal supervisions and annual appraisals from senior staff members and take an active role in this process.
- To discuss and overcome personal differences in order to contribute to an ambient environment.

- To keep the Registered Manager /Key Worker informed of any and all significant events.
- To seek clarification, from the Senior/ Key Worker in the first instance, failing this the Registered Manager/ Director or external sources.
- To participate in duty rotas which include bank holidays and weekend hours.
- To carry out assigned tasks, as designated by the Team Leader and/or Home Manager when not engaged directly with young people, appropriate to skills, qualifications and experience.
- Alongside team, ensure record keeping and administration responsibilities are met, including risk assessments, care plans, day sheets, daily logs, petty cash and any relevant accident, incident forms.
- To read, understand and comply with the staff guideline documents, including activity guidelines, A Wilderness Way guidelines, risk assessments, care plans and the like.
- To ensure high standards of safe working practices at all times.
- To ensure a safe working/living environment in respect of properties and vehicles, including driving of vehicles.
- To take responsibility for looking after equipment within your qualifications and experience.
- To take responsibility and play an active part in your own continuous professional development (CPD).
- To fully participate in external/internal training and actively pursue relevant qualifications.
- Managing your time effectively to include study within your own time. The post holder may be reasonably expected to undertake other duties commensurate with the level of responsibility and experience, training that may be allocated from time to time. It is the responsibility of the post holder to comply with Health and Safety and Equal Opportunities requirements at all times.

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.

Health and Safety

A Wilderness Way Ltd aim to provide and maintain a positive, safe, and healthy working environment for our employees. In support of this, all employees are required to take reasonable care of themselves and others who may be affected by their actions as well as comply with Health and Safety regulations and other requirements.

Equal Opportunities

A Wilderness Way Ltd 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.

Safeguarding

AWW Ltd is committed to safeguarding and promoting the welfare of those individuals covered by regulated activity and expects all staff to share this commitment. It is an essential requirement that staff are aware of AWW Ltd's safeguarding procedures and staff have a duty to ensure they attend training to enable them to recognise the indicators for concerning behaviour and receive safeguarding supervision as appropriate.

Person Specification		
QUALIFICATIONS:	Essential	Desirable
<ul style="list-style-type: none"> Diploma and/or qualification relevant to Level 3 or above in Children and Young People's Workforce 		✓
<ul style="list-style-type: none"> Willingness to complete AWW induction standards within 6 months employment and enrol and complete all necessary qualifications as determined by the regulations. 	✓	
<ul style="list-style-type: none"> Continuous professional development that reflects a commitment to personal and professional growth 		✓
KNOWLEDGE & EXPERIENCE		
<ul style="list-style-type: none"> Previous experience of working with children who may present with emotional or behavioural difficulties 		✓
<ul style="list-style-type: none"> Experience of working in an environment that requires resilience and patience. 	✓	
<ul style="list-style-type: none"> Demonstrable experience in working with and on behalf of children, respecting and maintaining their individuality and promoting their positive development. 		✓
<ul style="list-style-type: none"> Team working and collaboration 	✓	
<ul style="list-style-type: none"> Residential Children's Home Settings 		✓
<ul style="list-style-type: none"> Understanding of how to appropriately safeguard children and colleagues 	✓	
<ul style="list-style-type: none"> Awareness of factors impacting on, and issues facing, vulnerable children and young people and families. 	✓	
PERSONAL QUALITIES		
<ul style="list-style-type: none"> Ability to work with others with a mature outlook 	✓	
<ul style="list-style-type: none"> Ability to work directly with children in a residential setting 	✓	
<ul style="list-style-type: none"> Skilled and capable of understanding the independent needs of each child and adapting styles and approaches appropriately. 	✓	
<ul style="list-style-type: none"> Ability to work with a degree of autonomy in a flexible and creative manner, whilst maintaining adherence to policy and procedure at all times. 	✓	
<ul style="list-style-type: none"> Commitment to outstanding and aspirational results for children and young people in the looked after system. 	✓	
SKILLS & ABILITIES		
<ul style="list-style-type: none"> Excellent communication skills both oral and written. Ability to communicate effectively (including sensitive information) verbally, adjusting language, style and content as appropriate to the audience. 	✓	
<ul style="list-style-type: none"> Good organisational and time management skills with an ability to prioritise 	✓	

<ul style="list-style-type: none"> Ability to develop and maintain working relationships with people within the organisation in the delivery of integrated care. 	✓	
<ul style="list-style-type: none"> Ability to effectively work with others. 	✓	
Other work-related requirements		
<ul style="list-style-type: none"> Ability to support the core values of A Wilderness Way. 	✓	
<ul style="list-style-type: none"> To have an understanding of and positive belief in the promotion of inclusion and equal opportunities for all. 	✓	
<ul style="list-style-type: none"> Willingness to undergo a satisfactory enhanced DBS check and to register with the DBS Update Service OR hold a satisfactory enhanced DBS check for the correct workforce plus existing registration for the Update Service 	✓	
<ul style="list-style-type: none"> Full UK manual driving licence holder, preferably with no more than 6 points. Access to own vehicle for travelling between sites. 	✓	