



Job Description - Ref No. JD 000043

RESIDENTIAL CARE WORKER

Area

As agreed at in interview.

Reports To

Home Manager

Purpose of the Job

- To engage in the effective delivery of residential childcare in accordance with Company policies and procedures.
- To maintain good professional practices in accordance with the minimum standards for children's homes.
- To help create a positive environment for each young person with particular reference to his or her safety, health and education.

Areas of Responsibility

Contribute to the delivery of effective of individual care plans.

Key Tasks

1. To contribute to the young persons care plans, their review and implementation.
2. To form effective relationships with residents and their families to ensure that:

A caring environment is maintained.

Their emotional and physical needs are met

"Safe care" standards are met.

Opportunities for their development are maximised.

3. To ensure that residents' views and wishes are sought and acted upon where appropriate.
4. To ensure that good quality records are maintained as required with supervision and advice from qualified staff.
5. To maintain good professional practice in the home in accordance with National Standards.
6. To create a positive environment for each resident with particular regard to their safety, health and education.
7. Support and develop relationships with colleagues in the children's homes and other agencies.
8. To undertake a "key worker" role with young people as required.
9. To undertake "sleep-in" duties on a rota basis.
10. To ensure the home is kept clean and tidy condition, encouraging the children to participate as appropriate.
11. To cook and ensure that the children are supplied with nutritious meals, following the supplied menu cycle taking into account their dietary and cultural needs.



Relevant Experience and Knowledge

Essential

Able to plan and prioritise workload.
Ability to maintain judgement when working under pressure.
Ability to demonstrate flexibility and initiative.
Ability to learn and develop new skills.
Must be prepared to work evenings, weekends and bank holidays as requested.
To sleep-in as required.

Desirable

A minimum of 12 month's experience of child care work.
Good standard of education achieved.
Knowledge of child care law.
Knowledge of child care protection issues.

Qualifications

Essential

Good level of applied literacy and numeracy

Desirable

Care related award working towards NVQ in caring for Children and Young People level 3

Communication Skills

Essential

Ability to communicate clearly and appropriately at all levels.
Ability to work effectively as a member of a team.
Ability to form effective relationships with children and act as a positive role model.

Quality

To ensure that the requirements of the health and safety are met.

Financial

To contribute towards effective management of household budget.

Personnel

To undertake an Enhanced Criminal records Bureau Disclosure
To provide at least to satisfactory references
To adhere to company policies and procedures at all times.

Training

Ability to undertake training and apply new understanding
To work towards completion of NVQ level 3 in caring for Children & Young People.

General Management - N/A

Whilst this job description gives a reasonable overview of the post, it is not exhaustive and the post holder will be expected to behave in a flexible manner and take on any other duties that may reasonably be delegated from time to time.