

Residential Support Worker Job Description.

If you want to develop your career and make a real difference in a child or young person's life, apply to be a Residential Support Worker with Lundi Education and Care Services.

Post: Residential Support Worker

Responsible to: Registered Manager, Deputy Manager and Senior Support Workers.

Benefits:

- Full induction and introductory programme
- Pathway to Leadership training and the opportunity to get your Diploma Level 3 in Residential Childcare.
- Opportunity to make a meaningful difference in the lives of children and young people.
- Employee wellbeing and benefits programme
- Pension Scheme
- Awards & Recognition - From Long Service Awards to Non-Absence Awards, we recognise the hard work and effort our people put and ensure we reward where we can.
- Meals included during shifts.
- Receive a £100 bonus for achieving a 'Good' Ofsted outcome for the home, and a £200 bonus for achieving 'Outstanding'.

If you think you can make a real difference to a child or young person's life, apply to be a Residential Support Worker today.

At Lundi Education and Care Services, we prioritize equality and diversity among our workforce, striving to create a staff community that mirrors the diverse backgrounds of the children and young people under our care. As part of our dedication to this goal, we encourage applications from individuals from White, Asian, and other ethnic backgrounds.

Main purpose of job:

1. To work in a small team in order to support and implement the development of the children's home.
2. To enhance and effect change to the good of all children with whom they work by acquiring the necessary skills through their own training and development.
3. To be an effective member of the Lundi Education and Care Services team.

Key Responsibilities

1. To exercise responsible control over the children to ensure their safety and wellbeing and assist them in developing acceptable standards of personal hygiene and behaviour. This also applies to encouraging children to abide by house rules and principles.
2. In accordance with plans for the day, to organise and supervise recreational and leisure activities both in the home to provide the children with an interesting and stimulating life. This includes being prepared to spend time away from home on holidays and at camps etc.
3. To be aware of the differing needs of the children and to respond to those needs in an appropriate and adult manner. All staff members are expected to provide the children with a role model as responsible and caring adult.
4. To read the Daily Logs, handover and to check all messages at the beginning of work, or at any point during a working day as required. e.g. following a day trip
5. To take responsibility for writing up incident/accident forms and restraint forms as applicable and ensure that they are passed to the Registered Manager within agreed timescales (as per policy).
6. To be familiar with and follow the Local Authority Child Protection Procedures and Lundi Education and Care 'Safeguarding and Child Protection Policy & Procedures'. All information coming to the knowledge of staff must in the first instance be reported immediately to the Registered Manager or Senior Residential Worker.
7. To care for children when they are ill.
8. To perform household duties as required. This includes cooking and general cleaning, sorting laundry, checking children's bedrooms, and encouraging them to keep their rooms tidy.

9. To act as counsellor and advisor to the child and, when necessary, assist the child to make representations or complaints.
10. To undertake and complete training in accordance with the induction training schedule and Personal Development Plan.
11. To maintain confidentiality at all times.
12. All staff members will be required to assist each other to the best of their ability and given circumstances.
13. All staff should be familiar with Policies and Guidance Notes respecting the care of children as well as subsequent guidance (copies available in the home office).

General

1. To attend meetings and training as required.
2. To share the responsibility for creating a pleasant working environment.
3. To be flexible in hours of work in order to meet tasks required.
4. To be aware of Health and Safety regulations particularly as related to the upkeep of the office building and its surroundings.
5. To undertake any other duties that may be reasonably requested by your Senior Support Worker, line manager or any of the Directors of Lundi Education and Care Services.
6. Maintain personal and professional development.

The above is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall objectives of Lundi Education and Care Services.

Organisational

- To undertake broadly similar duties commensurate with the level of the post as required by the Manager.
- To fulfil Health & Safety responsibilities.
- To work within the provisions of the Data Protection Act, observing strict confidentiality in relation to all aspects of work undertaken.
- The post holder will be expected to undertake training and development deemed necessary for the pursuance of the post.

- The post holder will be expected to competently use electronic systems effectively.
- The post holder will be expected to ensure to comply with Equal Opportunities Policy and Procedure in all employment practices.
- The post holder will be expected to comply with the no smoking policy in place and ensure that Health and Safety is observed in the course of employment.
- Ensuring compliance with safeguarding procedures, throughout all work within the Company, keeping the manager informed of work in progress and inform the manager immediately of any child protection matter or serious complaint.
- The nature of the agency business means that tasks and responsibilities are sometimes unpredictable. Staff are therefore expected to work flexibly when the occasion arises where tasks, which are not specifically covered in the job description, have to be undertaken.
- On occasion, travel to other Lundi Education and Care Service site may be required to attend induction, training, meetings or to provide cover.

Person Specification

Qualifications and Experience	Essential	Desirable	Source of Evidence
Diploma Level 3 in Residential Childcare		✓	Interview/ Application form
Minimum of 1 years' experience of working with young people in a residential setting	✓		Interview/ Application form
GCSE in Maths and English at C Grade or above.		✓	Interview/ Application form
Relevant recent training in childcare related subjects.		✓	Interview/ Application form
Skills and Ability			
Commitment to the provision of high quality person-centered support to empower children, particularly those with learning disabilities, emotional and behavioural difficulties.	✓		Interview Application form
Effective recording and report writing skills, with the ability to maintain confidential records.	✓		Interview/ Application form
Ability to work within agreed systems and demonstrate problem-solving skills.	✓		Interview/ Application form
Ability to communicate effectively and promote effective relationships with a range of professionals and young people.	✓		Interview/ Application form
Able to develop creative and effective activity sessions to promote relationship building.		✓	Interview/ Application form
Willing to work unsocial hours, flexible and self-motivated.	✓		Interview/ Application form
Good IT skills		✓	Interview/ Application form
Knowledge			
Knowledge of Child Protection & Safeguarding	✓		Interview/ Application form
Knowledge of The Children's Homes (England) Regulations 2015		✓	Interview/ Application form
An understanding of the needs of looked after young people.	✓		Interview/ Application form
Personal Qualities			
Enthusiasm and flexibility	✓		Interview/ Application form
High level of professional integrity and honesty	✓		Interview/ Application form
The ability to deal with difficult situations and make appropriate decisions in line with the policies and procedures of the home.	✓		Interview/ Application form

To ask for guidance and support when needed and to admit mistakes with a view to continual professional development.	✓		Interview/ Application form
Calm under pressure	✓		Interview/ Application form
Commitment to personal Development and willingness to undertake further training as required	✓		Interview/ Application form
General			
Full UK driving licence and able to drive young people to activities and appointments.	✓		Interview/ Application form
On the DBS update Service		✓	Interview/ Application form

I acknowledge receipt of this job description and confirm my agreement to the above expectations and responsibilities.

SIGNATURE:		Post Holder
DATE:		

SIGNATURE:		HR Manager
DATE:		