|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Profile Title:** | Senior Residential Support Worker  (Mainstream and Disability Units) | bmbccolb | | | | | |
| **Reports to:** | Registered Children’s Home Manager  Assistant Children’s Home Manager |
| **Employee Supervision:** | Residential Support workers (work allocation) | **Grade:** | 7 | **Profile Ref:** | 43614 | | |
| **Purpose of the Post** | | | | | | | |
| To provide high quality residential care to children and young people living in the unit, to contribute to the protection and safeguarding of children and young people at all times and to promote the education, health and well-being of children and young people to effectively meet the outcomes set by the Barnsley Children’s Trust | | | | | | | |
| **Responsibilities** | | | | | | | |
| * To act as link worker for individual children as designated by the unit manager and provide support to other staff acting as link workers. | | | | | | | |
| * To lead a shift team in the absence of the unit manager and the assistant manager. | | | | | | | |
| * To provide support to residential support workers in providing appropriate care to children and young people in respect of meeting their physical and personal care needs, their emotional needs, their educational and employment needs and their social development and leisure needs. | | | | | | | |
| * To participate directly in the provision of appropriate care to children and young people as detailed above. | | | | | | | |
| * To promote effective working relationships within the unit and with all relevant agencies and the local community. | | | | | | | |
| * To Input, check and maintain a variety of electronic and paper based systems, ensuring information is accurate and stored appropriately. | | | | | | | |
| * To contribute to ensuring that the unit complies with all requirements in respect of complaints and children’s rights and that the children’s voice is represented through regular unit meetings and other representational measures. | | | | | | | |
| * To act as a co-ordinator to contribute to the assessment of individual resident’s needs and attend planning meetings and case reviews as required. This will include the preparation of reports. | | | | | | | |
| * To administer medication in compliance with Council procedures and National Minimum Standards. | | | | | | | |
| * Ensure safe handling and moving techniques are implemented by staff. | | | | | | | |
| * To assist management in the development of service plans and the setting of targets and objectives, team goals and the monitoring of outcomes. | | | | | | | |
| * To contribute to the provision of a high quality physical environment and safeguard the fabric of the building, furniture and equipment. | | | | | | | |
| * To make purchases and payments within financial parameters determined by the Unit Manager. | | | | | | | |
| * To contribute to the maintenance of health and safety standards within the unit and the maintenance of fire precaution measures, including fire drills in line with unit health and safety procedures. | | | | | | | |
| * Promote and maintain children and young people’s right to confidentiality in line with the Data protection Act and the Six Caldicott Principles. | | | | | | | |
| * Undertake any other duties commensurate with the role as requested by management. | | | | | | | |
| **Education and Training** | | | | | | **Measure** | **Rank** |
| * Relevant level 3 qualification. | | | | | | A | E |
| * Registration with HCPC if required by qualifications | | | | | | A | E |
| * Reasonable level of literacy and numeracy | | | | | | A/I | E |
| **Relevant Experience** | | | | | | **Measure** | **Rank** |
| * Experience of working in a residential child-care setting including work with disabled children and young people or children and young people with complex needs | | | | | | A | E |
| * Experience of the use of different social work skills in working with children and young people with varying needs. | | | | | | A/I | E |
| * Experience of working with vulnerable children, young people and/or adults | | | | | | A | E |
| * Experience in the supervision, motivation and management of staff | | | | | | A | E |
| * Experience of working in a multi-agency environment and as part of a multi-agency team | | | | | | A/I | E |
| **General and Special Knowledge** | | | | | | **Measure** | **Rank** |
| * Knowledge of relevant legislation | | | | | | A/I | E |
| * Knowledge of Health and Safety legislation | | | | | | A/I | E |
| * OFSTED requirements in respect of residential care | | | | | | A/I | E |
| * Good knowledge of Safeguarding procedures | | | | | | A/I | E |
| * Knowledge of developmental and emotional needs of children and young people | | | | | | A/I | E |
| * An understanding of the Five Outcomes for children | | | | | | A/I | E |
| **Skills and Abilities** | | | | | | **Measure** | **Rank** |
| * Ability to promote, identify and meet as required the emotional, physical, social and intellectual needs for children and young people | | | | | | A/I | E |
| * Good time management skills | | | | | | A/I | E |
| * Ability to use and promote supervision appropriately | | | | | | A/I | E |
| * An ability to demonstrate excellent written and verbal skills in relation to young people, their families, staff and other agencies and professionals | | | | | | A/I | E |
| * IT skills | | | | | | A/I | E |
| * Ability to develop effective working relationships with colleagues and professionals from other agencies | | | | | | A/I | E |
| * Ability to manage difficult and challenging behaviour and provide support to staff deal with challenging behaviour from young people in a calm constructive manner. | | | | | | A/I | E |
| * Ability to deliver services in a non-discriminatory way | | | | | | A/I | E |
| **Additional Requirements** | | | | | | **Measure** | **Rank** |
| * Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the council. | | | | | | A/I | E |
| * Willing to undertake training and continuous professional development in connection with the post. | | | | | | A/I | E |
| * Work in accordance with the council's values and behaviours. | | | | | | A/l | E |
| * Able to undertake any travel in connection with the post. | | | | | | A/l  A/I | E  E |