



Job Description

Job title: Senior Residential Childcare Worker

Hours: 37.5 per week on a flexible basis including evenings, weekend and on call requirements. You will be included in the staff rota.

Salary: £30,000- £32,000 per annum

Great Minds Together are a not-for-profit community interest company that provides bespoke wraparound support services and intervention for children, young people, and families who have special educational needs and disabilities and/or social, emotional, and mental health needs at early intervention and outreach level as well as Tier 4 prevention level (Tier 3.5). Our ethos as an organisation is to provide better outcomes for children, young people, and their families. We are a Trauma Informed Organisation.

We are looking for individuals who have a passion for working with children, young people, and their families. You will have the resilience to continue to work with children & young people with either/or special educational needs, disabilities social/emotional, and mental health needs who may present with challenging behaviour as a result of previously unmet needs. You will strive to achieve good outcomes and support both the young person and their families with any concerns they may have, as well as having knowledge and experience in upskilling professionals and families/carers that support the young person, on how to best understand and meet their needs. We work alongside other professionals and agencies towards our shared vision to achieve a better quality of life for children, young people, and their families that fall between the gaps in our system.

Role

To build positive relationships with young people who have suffered significant trauma and support them with highly individualised care to achieve improved long-term outcomes. As a senior you will also be there to assist the registered manager in the implementation of effective day-to-day running of the residential home in line with Great Minds Together policies and values.

Main Duties and Responsibilities

- To promote good childcare practice through the home and create a caring environment for the young people in accordance with Great Minds Together values.
- To support new starters, identify progression where needed, undertake annual appraisal of carer and address if any, issues in relation to conduct and competence of carers.
- To Develop a management style which balances the need to exercise control and give direction with the need to offer carers the opportunity to make appropriate decisions.

- To assist in devising and implementing individual care programmes in accordance with the philosophy of the home. This will require an awareness of the needs of young people including physical, emotional, spiritual, intellectual, social, and cultural.
- To work with families of young people and all relevant external professionals including local authorities to ensure good communication and collaborative working.
- To develop positive relationships with young people and interact in a way that promotes self-esteem and confidence and contributes to a positive child-friendly atmosphere in the home.
- To support young people to accomplish their daily routines. This may include light household duties and preparation of light snacks.
- To arrange and engage in purposeful activities with young people both on and off-site.
- To undertake escort duties to medical appointments/ police station/Court etc. when required to do so.
- To implement Missing from Home Protocol if required
- To contribute to and action all risk assessment/management strategies with regards to individual young aggression (PMVA) and an ability to physically intervene in order to maintain the safety of young people and others where all other options have been exhausted.
- To maintain regular observations of young people in adherence to home policies and procedure.
- To undertake building security checks in strict adherence to home policies and procedures
- To be aware of and comply with Great Minds Together policy of Health and Safety at work which includes fire safety precautions.
- To complete accurately and contemporaneously all relevant records and young people's files and logs in accordance with Statutory requirements and home policies
- To ensure that anti-discriminatory and anti-oppressive practices are maintained throughout Great Minds Together.
- To be part of the staff team – to participate in training, attend staff meetings and assist with home functions including administration duties.
- To ensure the compliance of regulation frameworks the home falls within and understand OFSTED and CQC requirements.

Skills and Knowledge

- Knowledge of Quality Standards & Children's home regulations.
- Knowledge of the Children Act and other care legislation.
- Have resilience, motivation, and determination.
- An ability to adapt to challenging and changing situations.
- Team building skills.
- Supervision skills (previous experience supervising staff).
- A good Level of IT proficiency including the use of Microsoft packages including Word and Outlook.
- A good organisational skill.
- Knowledge of therapeutic parenting.

Experience and Qualifications

Essential:

- Diploma level 3 Children and young people workforce or NVQ equivalent, social work degree or equivalent or willingness to work the above Diploma.
- Secondary Education with good standard of literacy and numeracy.

- Ability to work shift work, on a rolling rota.
- At least 1 year of relevant supervisory experience in a children's residential setting.
- At least 2 years' experience of working in a residential setting with young people with challenging behaviours, providing care, or working with young people.

Desirable:

- Current driving licence
- NVQ Level 4 or Level 5 Diploma in Leadership in residential childcare.
- Experience of OFSTED inspections.

The successful applicant for the Senior RCCW role will be expected to demonstrate commitment to training and development and must be capable of adapting their work practice to the ethos of the home.

Expectations

To always work in line with the values of Great Minds Together, ensuring that the standard of support provided to families is the best it can be, that all staff operate in an understanding and non-judgemental way. To ensure that all documentation and correspondence produced by the staff at Great Minds Together is of the highest standard, and relationships with professionals are positive and balanced even where there may be need to professionally challenge.

Additional Duties

Due to the nature of the work of Great Minds Together, tasks and responsibilities are, in many circumstances, unpredictable and varied and may include weekend and evening working. All staff are, therefore, expected to work in a flexible way when the occasion arises, when tasks not specifically covered in their job description must be undertaken. These additional duties will normally be to cover unforeseen circumstances or changes in work, and they will normally be compatible with the regular type of work. If the additional responsibility or task becomes a regular or frequent part of the member of staff's job, it will be included in the job description in consultation with the member of staff.

Qualifications & Experience	Essential / Desirable	How assessed (Application, Interview, Task)
A good understanding of the English language in both a spoken and written capacity	E	A,I,T
Experience in supporting others, either in a professional or personal capacity.	E	A,I
Understanding of safeguarding and child protection.	E	A,I
Skills	Essential / Desirable	How assessed (Application, Interview, Task)
To use technology to a good standard. IT literate.	E	A,I
Good command of English both spoken and written.	E	A,I,T
Ability to show empathy and understanding	E	A,I,T
Ability to negotiate with a joint solution in mind	E	A,I,T
Can do attitude, solution focused	E	A,I,T
Listening skills	E	A,I,T
Good communication skills	E	A,I,T
Adaptable and flexible	E	A,I,T
Non-judgemental, person-centred approach	E	A,I,T
Desire to further own knowledge and skills	E	A,I,T
Open minded, ability to think outside the box	E	A,I,T
The ability to reflect on own practice, undertake training advice and constructive feedback	E	A,I,T

Knowledge	Essential / Desirable	How assessed (Application, Interview, Task)
A basic understanding of SEND SEMH or awareness of the issues faced by children, young people and their families	E	A,I,T

How to achieve solutions through joint working	E	A,I,T
Good knowledge of local and national services and community agencies who can assist families and young people	D	A,I,T
Other	Essential / Desirable	How assessed (Application, Interview, Task)
A UK driving license and access to a car with business insurance.	D	A
Willingness to travel to our Head office in Stockport when necessary and for training purposes at times.	E	A