



Great Minds Together - Senior Residential Childcare Worker

Vision: "Our shared vision is for every person we support to live a life they enjoy and is meaningful to them at every stage"

Mission: "To support and empower autistic and neurodivergent individuals through the provision of holistic person-centred services, whilst promoting training, wellbeing, inclusion and acceptance regionally and nationwide"

Job Introduction...

At Great Minds Together, we strive to support neurodivergent children and young people, those with mental health needs, their families, and the professional networks surrounding them.

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.

Role: Senior Residential Childcare Worker

Salary: £40,000 - £45,000 per annum (based on experience)

Hours: 37.5 hours a week on a flexible basis – includes evenings & weekends – staff rotas

Contract Type: Permanent / Full Time

Location: Oldham, Greater Manchester

Main Responsibilities...

- Promote good childcare practice and create a caring environment per Great Minds Together's values.
- Support new starters, identify progression, conduct annual appraisals, and address conduct/competence issues.
- Balance management style between control/direction and allowing carers to make decisions.
- Assist in devising and implementing care programs considering young people's physical, emotional, spiritual, intellectual, social, and cultural needs.
- Work with families and external professionals for good communication and collaboration.
- Develop positive relationships with young people to boost self-esteem and confidence.
- Support daily routines, including light household duties and snack preparation.
- Arrange and engage in activities with young people both on and off-site.
- Undertake escort duties to appointments and necessary locations.
- Implement Missing from Home Protocol if required.
- Contribute to and action risk assessments/management strategies, including de-escalation and physical intervention.
- Maintain regular observations of young people per policies and procedures.
- Perform building security checks in line with policies.
- Comply with Health and Safety policies, including fire safety.
- Accurately complete records and logs as per statutory requirements and policies.
- Maintain anti-discriminatory and anti-oppressive practices throughout Great Minds Together.
- Participate in staff team activities, including training, meetings, and administrative duties.
- Ensure compliance with regulatory frameworks and understand OFSTED and CQC requirements.

Qualifications & Experience...

Qualifications:

- 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.
- **DESIRABLE** NVQ Level 4 or Level 5 Diploma in Leadership in residential childcare.

Experience:

- At least 12 months of relevant supervisory experience in a children's residential setting.
- At least 12 months experience of working in a residential setting with young people with challenging behaviours, providing care, or working with young people.
- Experience of OFSTED inspections.

Skills for the Role...

- 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.

Benefits for you whilst working with Great Minds Together...

- An extensive Health and Wellbeing support programme
- Access to free and ongoing CPD opportunities
- Free refreshments
- Free parking
- Well-being days
- Day off for your birthday
- Staff events
- Pension

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.

Ethos and Culture at Great Minds Together...

I am passionate about improving the lives of Autistic children and adults and committed to Great Minds Together's values, culture, and ethos. I will represent Great Minds Together in a positive manner and will always behave professionally. I will demonstrate empathy and support towards families and collaborate with staff and volunteers in the Great Minds Together team.

