

## **Job Description**

**Job Title:** Residential Care Worker:

**Pay Scale:** £6.70p-£7.70p per hour

**Hours:** 160 per month full time or 80 part time on a rota system

**Reports To:** Registered Manager/Team Leader

**Location:** Any 'New Pathways Group' establishment or workplace including Inspire & New Pathways Childrens Services and Support Services

**Purpose of role:** To ensure children & young people in 'New Pathways Group's residential services' are provided with the highest possible quality of care to assist them reach their fullest potential.

### **Main responsibilities of the role:**

1. Take responsibility for the basic care of children – assisting and ensuring good personal care, health care, education and recreational activities.
2. Proactively support the young person's care plan – and taking active responsibility to promote their Health, Education, Independence, Social, Emotional and Personal Well Being.
3. Work at any 'New Pathways Group' establishment or designated workplace according to direction from Senior Staff.
4. Always put the needs of children first, treating them with dignity and respect.
5. Be committed to New Pathways Group's 'Culture of Awareness' Policy and actively promote the safety and well being of children and young people by reporting **any** concerns which might compromise the child / young person's safety.
6. Contribute to and create a warm, caring and nurturing environment.
7. Ensure high standards of professional conduct at all times.

8. Take responsibility for children's diet ensuring good nutrition and balanced meals.
9. Take responsibility for children's health and well being – ensuring regular GP and hospital visits, dental and optical checks and other medical needs as necessary.
10. Promote contact with the child's birth family and others through supervising and / or transporting children to contact in conjunction with the child's care plan.
11. Ensure the home is clean, hygienic and tidy at all times.
10. Ensure all bedding and children's clothing are always clean, ironed and prepared for use.
11. Ensure the health & safety of children and others through regular monitoring of potential hazard and risks and report these to the manager as necessary.
12. Take an active part in promoting the child's involvement through youth, leisure, social and recreational activities within the local area.
13. Ensure that any specific additional needs of the children – physical, emotional or medical - are addressed through providing support in accordance with individual care plans.
14. Ensure that the child's individual cultural and religious needs are promoted and respected.
15. Promote the child's health and well-being in conjunction with the child's care plan.
16. Ensure a regular log and day-book of events is maintained.
17. Ensure relevant information concerning each child is accurately recorded and maintained in accordance with organizational policy and aims.
18. Prepare and write reports in accordance with the child's needs and organizational requirements.

19. Attend LAC, education and other meetings concerning the child in accordance with their care plan.
20. Prepare for and attend Supervision Sessions – both individual and group sessions and also take a proactive part in self development and learning.
21. Attend training and development sessions in accordance with Individual Development Plans (IDPs)
22. Ensure professional standards in line with individual and team performance plans.
23. Act as a role model and mentor new staff as required.
24. Undertake other duties as deemed necessary to provide excellent standards of care for children at all times.

**Prepared by: Residential Service Manager**

**Reviewed on: February 2010**

**Important Note.**

The work of the New Pathways Group is both varied and challenging which results in some unpredictable circumstances. There is an integral need for all employees to be flexible in response to situations that arise outside of this job description.

Additional duties will most likely be required to cover unforeseen circumstances or changes in work that maintain staff productivity and quality of service provision.

The New Pathways Group requires a commitment from all staff to promote quality, equality and diversity.

This post is subject to a satisfactory enhanced criminal records bureau check. The New Pathways Group operates a culture of awareness policy and all staff will be subject to thorough reference checks.

**Person Specification**

**Residential Care Worker**

<b>Area</b>	<b>Essential</b>	<b>Desirable</b>	<b>Where assessed</b>
Attitude	<ul style="list-style-type: none"> <li>• Genuine commitment to welfare of Looked After children.</li> <li>• Committed to anti-oppressive practice</li> <li>• Honesty, Tolerance, Trustworthy, Patience, Flexibility.</li> <li>• Interest in the development of other workers</li> </ul>		Interview
Education & Qualifications	<ul style="list-style-type: none"> <li>• Good Literacy / Numeracy Skills</li> <li>• Transferable social care training with young people or adults.</li> </ul>	<ul style="list-style-type: none"> <li>• NVQ Level 3 (health and social care) or equivalent.</li> <li>• Understanding of the Children Act 1989/2004 and Every Child Matters</li> </ul>	Interview
Experience	<ul style="list-style-type: none"> <li>• Previous experience of working in a child care setting <b>and/or</b></li> <li>• Experience of working with children with a learning disability.</li> </ul>	<ul style="list-style-type: none"> <li>• Working in a residential social care setting .</li> </ul>	Application / Interview
Skills	<ul style="list-style-type: none"> <li>• Good Communication skills</li> <li>• Ability to relate to other staff, children &amp; young people</li> </ul>		Interview
Professional Development	<ul style="list-style-type: none"> <li>• Committed to professional development &amp; learning opportunities</li> </ul>		Interview