

Job Description

Job Title	Residential Worker
Directorate	Children and Young People's Services
Service Area	Children's Social Care
Grade	5
Competency Level	1
Salary	£31,022 – £35,412
Job Type	Office Based
Location	Citywide
Disclosure and barring service (DBS)	Enhanced (Child Workforce and Child Barred List)
Job Evaluation Ref No	A10419

Job Purpose

- To adopt a multi-agency approach to working with children and their parents/carers within the home and community to support families to remain together and prevent placement breakdowns
- To promote a professional, therapeutic, caring environment and positive behaviour support for children and young people accessing short breaks within the home

- To practice in accordance with relevant Department of Health Guidance, Children's Homes Regulations and City Council policies and procedures

Directly Responsible For:

Not applicable

Directly Responsible To:

Deputy Manager/Team Manager

Main Areas of Responsibility:

- To provide care and support to children that meets their individual and collective needs
- To act as keyworker for designated young people, be a point of contact for parents/carers and attend and contribute to all planning and review meetings.
- To develop and maintain positive, trusting relationships with children and their families/carers, delivering support and focused work within the home and community
- To ensure that the services offered to young people are effectively provided in line with their care plans, are consistent with Ofsted regulations and City Council policies and procedures
- Complete accurate and up to date recordings in relation to all aspects of home organisation and maintain effective communication systems, including handovers, daily progress and communication logs
- To participate in the domestic and personal care tasks of the home in a way which promotes the well-being and development of the young people
- To provide personal care to young people as and when required



- To work proactively to furnish children and young people with emotional, social and practical skills within a behavioural management context in order to prepare them for independence where appropriate
- To work closely with Child and Adolescent Mental Health Service (CAMHS) Looked After Children team and share the commitment to providing an appropriate environment for young people with complex needs
- To participate fully in the effective delivery of trauma informed practice through creating a therapeutic environment, adopting a relational approach and use of physical intervention (PRICE) with a focus on de-escalation, to ensure safety of all in the home and partake in all training opportunities available
- To effectively identify and manage risk and implement measures to reduce individual and group risk factors
- To attend regular team meetings, to be reflective and proactively promote best practice
- To actively take part in the implementation, promotion and development of all relevant City Council and Service Area policies and procedures
- To prepare for and take part in reflective supervision on a regular basis
- To undertake a commitment to working in a Performance Management Framework
- To take part in implementing action plans to ensure the City Council positive action targets are met and anti-discriminatory practices are adhered to and developed
- To promote the aims, values and visions of Liverpool City Council to colleagues and partner agencies
- To maintain an ethos which takes account of a young person's race, culture, disability, gender and sexuality
- To creatively engage and encourage young people to take part in a range of activities including play, leisure, learning and social development to enable them to gain confidence in their ability to develop their skills

- To liaise and co-operate with education staff to ensure that each young person receives an education in accordance with their ability
- To work as a member of a team and contribute to team development

Supervision and Management Responsibility:

- No supervisory or line management responsibility

Budget and Financial Responsibility:

- Being fully accountable for managing the council's resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact.

Social Value Responsibility:

- Drive for social value through all activities, ensuring wider social, economic and environmental benefits for the council, residents and communities.

Physical Demands of the Job:

- Participate in hobbies and activities with young people
- Maintain a clean and homely environment for young people to live
- Participate in physical restraint training and use this where necessary as a last resort to maintain a safe environment

Corporate Responsibility:

- Contribute to the delivery of the Council Plan.
- Delivering and promoting excellent customer service, externally and internally.



- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement.
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance.
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken.
- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan.

Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at the following competency level 1

[The competency framework can be found here.](#)

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

Personal Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

Qualification and training

Essential

- Evidence of continued professional / personal development (A/I)

Desirable

- Degree in Psychology or Diploma in Social Work / CSS / CQSW / NVQ Level 3/4 Care / Level 3 Caring for Children and Young People/ Level 3 Diploma for Residential care / Level 3 Children & workforce Diploma with social care pathway or willingness to work towards Level 3/4 qualification in residential childcare

Experience

Essential

- Experience of direct work with young people with social, emotional and/or behavioural difficulties (A/I)
- Substantial experience of working with young people (A/I)

Desirable

- Demonstrate an understanding of Trauma



- Demonstrate using evidence and knowledge of the Children Act, guidance and regulations in residential childcare
- Demonstrate using evidence a knowledge of Safeguarding and Child Protection procedures

Skills/Abilities

Essential

- Ability to work responsively to the needs of children, families, other professionals and external agencies (A/I)
- Ability to participate fully in physical intervention techniques (A/I)

Desirable

- Ability to communicate effectively at meetings, through written reports and the production of clear, accurate records
- Organisational skills and the ability to follow procedures
- Ability to work under pressure

Commitment

Essential

- Demonstrate commitment to challenge poor practice and/or any obstacles to providing a quality service (A/I)

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council



Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS) check at the appropriate level.

Desirable

- Full UK Driving Licence

