

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 (within a Children's Residential Home)
Location	City Wide
Disclosure and Barring Service (DBS)	Enhanced with Adult and Child Barred List (Adult and Child Workforce)
Job Evaluation Ref No	

Job Purpose

To promote a professional, therapeutic environment where children and young people accommodated at the home can learn and grow.

To practice in accordance with relevant Ofsted Guidance, Childrens 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 contribute to the day-to-day functioning of the home in order to meet the individual and collective needs of the children
- To develop and maintain positive working partnerships with children, families and partner agencies including Child and Adolescent Mental Health (CAMHS) CAMHS
- To ensure that the services offered to children within the home are effectively provided and reflect the decisions in childcare plans, which are consistent with Ofsted guidance and City Council policies and procedures. This should be supported by accurate and up to date record keeping
- To proactively furnish children with emotional, social and practical skills within a behavioural support context in order to prepare them for independence
- To partake in all training opportunities available, attend and contribute to team meetings to proactively promote best practice
- To participate fully in the effective delivery of a behaviour support package, including restrictive physical intervention within the home
- To identify and manage risk and implement measures to reduce individual and group risk factors
- To maintain effective communication systems, including handovers, logbooks and children's records
- To prepare for and take part in 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 children's race, culture, disability, gender and sexuality
- To creatively engage and encourage children 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 key-work designated children, take part in the development of the key work programme and deliver the programmes as necessary
- To keep accurate and appropriate records in relation to all aspects of home organisation
- To promote and support children in education and ensure that they take full advantage of the opportunities available to them, assist with any homework or programme of study to achieve GCSE or other examinations. This includes liaising and co-operating with education colleagues to ensure that each child receives an education in accordance with their ability
- To provide and promote access to career guidance to children, where appropriate
- To work as a member of a team and contribute to team development
- Willingness and availability to complete sleep-in duties, weekend, evenings and school holidays to support holidays and activities for children

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 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: **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

- Degree in Psychology/Diploma in Social Work or a Level 3 Diploma for Residential care (A/I)
- Evidence of continued professional / personal development (A/I)

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

- Experience working within a children's home
- Demonstrate an understanding of Trauma
- Demonstrate knowledge of the Children Act and Ofsted regulations guidance
- Demonstrate 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

