



Residential support worker- The Beech House

Job description: Residential Support Worker (Children's Home)

Responsible to: Registered Manager & Deputy Manager

Hours: 37.5 hours per week, shift patterns including evenings and weekends. Overtime offered.

Job Purpose: To work within a team, in order to provide a safe and secure home for young people aged between 10 and 16. Promoting a caring environment which provides children and young people with a high standard of specialised personal care, meeting individual needs and ensuring everyone is treated with respect and dignity and rights to privacy, independence and choice are met.

The Beech House is a therapeutic home, so working in a child centred, therapeutic manner. Therefore a natural ability to have empathy and able to work with emotions is required.

KEY RESPONSIBILITIES:

1. Ensuring a firm, caring, consistent, well ordered environment is maintained at all times.
2. Supervising children and young people before and after the school/college day including meal times and to proactively support/encourage the development of their cooking and household skills etc.
3. To actively promote and participate in care planning, developing risk assessments, behaviour management and to attend regular team meetings.
4. Accompanying children and young people on recreational activities and demonstrating positive role modelling.
5. Working as part of a team to provide a programme of evening & weekend activities for children and young people and to effectively manage small budgets, in relation to this.
6. Promoting the social and emotional well-being & development of children and young people and to consistently strive to further develop these skills.
7. Liaising with other staff, professionals, parents and carers as necessary and maintaining high levels of professionalism at all times.
8. To attend home visits and to provide a specialist outreach service to young person, family and carers, as and when required.
9. Undertaking any administrative tasks linked to the care of children and young people e.g. keeping appropriate records, making reports as required by the Home and any regulatory bodies.



10. To maintain a log of all accidents, incidents or physical intervention and to challenge suspected inappropriate practice according to policies and procedures.
11. To participate in case reviews where necessary and to provide support and assistance when difficulties arise.
12. Keeping up to date with the home's policies and to follow them at all times.
13. To assist in developing strategies in behaviour management and to take a lead role in managing the young person's challenging behaviour, implementing the strategies agreed.
14. Assisting with the medical and physical needs of children and young people and to ensure that all young people are encouraged to take part at some level, no matter what the ability. Promoting of young people reaching their own targets and developmental plans. .
15. Promoting and safeguarding the welfare of children and young persons that the jobholder is responsible for, or comes into contact with and to regularly stay updated in relation to any changes within safeguarding legislation and policy.
16. Ensuring healthcare needs of the children and young people are met, including making appointments and accompanying them and completing written reports following their attendance. To ensure all medical and clinical procedures are carried out safely (undergoing any relevant training to enhance your skills).
17. To report immediately to management any noticeable changes in health, behaviour or circumstances of our children and young people – maintaining their right to privacy and confidentiality.
18. To be a key member of the care team and has the ability to work within a team.
19. To be innovative, creative and flexible, and has an open mind and a willingness to learn.
20. Able to demonstrate empathy, sensitivity, self-awareness and acceptance of others.

OTHER DUTIES:

1. To participate in annual performance appraisals and undertake relevant staff development.
2. To be responsible for the health and safety of self and others (in accordance with the Home's Health & Safety Policy).
3. To support education staff with the children and young people's daily educational needs and to provide a 24 hour learning environment, with vocational activities and also helping with the development of their numeracy and literacy skills.
4. Providing cover in other areas as required.



5. To carry out any other appropriate duties requested by the Registered Manager.
6. Update daily logs and all recording of incidents, interactions and issues using Clearcare system.
7. To be responsible for promoting and safeguarding the welfare of children and young people responsible for (or come into contact with) in accordance with the home's Safeguarding Policy & Procedures.
8. To follow the Health and Safety Policy for the unit, and to undertake risk assessments at regular intervals for their key service user.
9. To understand the staff handbook, statement of purpose and safeguarding policy; and keep these in mind with every action taken and whilst on every shift.
10. Attend regular supervision with your line manager and be an active participant in staff meetings.