



RESIDENTIAL WORKER

ROLE PROFILE

Incorporates

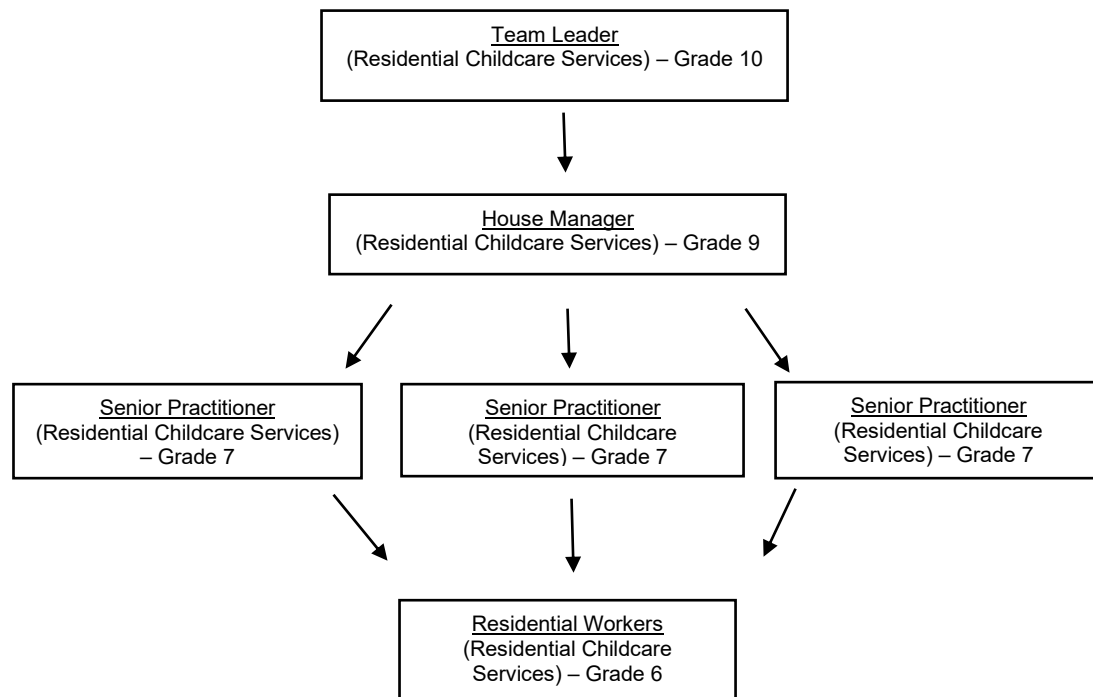
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SECTION 1: POST DESCRIPTOR

1. POST DETAILS	
Post Title: Residential Worker (Residential Childcare)	
Service Area: Child Health Care & CJ	Section: Childcare
Reports to: House Manager	Grade: 6
Position Number: SW1187	Gauge Reference:
2. ROLE PURPOSE The post holder will work as part of a team and take responsibility for the delivery of high quality care to the young people. This includes providing and developing a safe, consistent and caring environment that encourages and nurtures young people to develop positively whilst experiencing transition and trauma. The post holder will also work holistically as part of the team to assist with the delivery of care to young people consistent with the department's policies and procedures in relation to good standard of care, ensuring a safe and secure environment in which young people can develop positively. In addition, ensuring that all administration tasks relating to care planning using GIRFEC rationale are kept up to date. The candidate will have the ability to resolve challenging situations in a calm and positive manner.	
3. DIMENSIONS and SCOPE OF ROLE (including budgetary and staffing responsibilities) To work as an effective team member, interacting with colleagues, in order to provide a stable environment in which young people can feel safe to grow and develop Budget: Ensuring all administrative and financial procedures are kept up to date in line with corporate policy and procedures To handle cash/card transactions honestly and as directed by Seniors and manager Staffing Direct: N/A Staffing Indirect:N/A	

4. ORGANISATIONAL CHART

(shows levels directly above and below this post and includes grades of post)



5. ROLE OF SERVICE AREA/SECTION

The role of residential care is to provide care, welfare, protection for children, young people and adults who for whatever reason can no longer live with their respective families

6. KEY ACTIVITIES, RESPONSIBILITIES and OUTCOMES

- Supporting senior practitioners and house manager in the day to day running of the house. Setting the tone and culture of a warm and positive environment to live and work in.
- Supports the house in achieving its targets and meeting the Health and Social Care Standards. Helps identify opportunities to improve service performance and outcomes for young people.
- Ensuring effective care planning for young people. Record keeping and development of evidence based personal plans
- Managing daily dilemmas and difficulties as presented in a care setting
- Building effective, trusting relationships with young people and families who face trauma, anxiety and challenges.
- Displaying excellent verbal communication skills to young people, agencies
- Ensuring effective communication are in place through attending regular team meetings. Ensuring that you receive regular supervision as agreed, and that the effectiveness of this is measurable, and that you take responsibility for your part of this.

- Ensure that you are able to work as part of a team and contribute to the overall professional running of the house
- Ensuring own development via training, reading and attending workshops etc. and recording this as part of your SSSC training requirements. Registration requirements are the responsibility of the post holder.
- Participate in a rota system, which assures that the house is staffed 24hrs a day, 7 days a week
- Liaise with external stake holders which will include social workers, families, health, educational resources and police etc.
- Be familiar with council policy and procedures relating to Residential Child Care. Plan and prepare personal plans using GIRFEC protocols for young people. Prepare reviews and Children's hearings. Keep records as required with addition of updating Carefirst system for individual young people
- There is an expectation that the post holder will be fully competent in the National Care Standards(Care homes for children and young people) and implement these accordingly, as is the case with SSSC codes of practice which must be fully adhered to at all times
- The post holder should be willing to undertake the Strategies of Promoting Positive Behaviour and also undertake the relevant training in relation to this. Integral to the role is the ability to undertake early intervention and safe hold techniques as part of Promoting Positive Behaviour Strategies

7. PROBLEM SOLVING

The post holder will be expected to have a good level of ability and knowledge of problem solving techniques and strategies.

8. PLANNING

The post holder requires to contribute to the organisation of seasonal activities(i.e. during school holidays etc.). Planning- reviews, attendance of children's hearings, planning meetings educational meetings etc.

9. ASSIGNMENT AND REVIEW OF WORK

Objectives are set by the house manager, who will ensure care standards are being met and maintained by the post holder, in keeping with the development plan for the house.

Regular supervision will form part of the process for assigning and reviewing work.

10. COMMUNICATIONS AND WORKING RELATIONSHIPS

Written, verbal and IT/electronic communications are all key skills required for this post, for both internal and external working relationships. Excellent communication skills with colleagues are also a crucial requirement, in order to be able to discuss and resolve any issues which may arise.

11. DECISION MAKING

The post holder will have the support from the management team; however will be required to make decisions which they see as appropriate in circumstances that may arise.

12. MOST CHALLENGING PART OF THE ROLE

The most difficult part of the role is working with young people who are/have faced trauma in their life and can present with behaviour that can be challenging. An understanding of their feelings and life story is vital. Consistency, Communication and positive team working is crucial to ensure the young person's needs are being met.

13. GENERAL

Disclosure/PVG membership: PVG - children and adults

Politically Restricted Post: No

General:

The duties and responsibilities contained within this Post Descriptor are neither exclusive nor exhaustive as the postholder may be required to undertake other reasonably determined duties commensurate with the level and grade of the post without changing the general character and nature of the post.

The Post Descriptor may be subject to revision, depending on the future needs of the post and the organisation, following appropriate consultation.

14. WDC TRAINING

West Dunbartonshire Council – Operates [Skills Passports](#) for all employees, which details the training available, including any mandatory courses and timescales for these to be completed. Skills passports are available via the Council's Intranet [Organisational Development & Change](#)

- Skills Passport A – New Entrant Employee Passport

Includes WDC Induction; Equality & Diversity; Data Protection (GDPR) & Security Awareness and relevant i-learn modules;
Policy Reading: Code Of Conduct; ICT Information Security Policy and Acceptable Use Policy

- Skills Passport B – WDC Employee Passport

Includes relevant I-learn modules

15. ROLE SPECIFIC TRAINING

Listed below are the training requirements which must be completed in order to undertake this position, with timescales where appropriate. Noting this is in addition to generic WDC training listed above.

- *Child protection*
- *Promoting Positive Behaviour*
- *CSE-child sexual exploitation*
- *Self-harm*
- *1st Aid*
- *ACES-Adverse Childhood experiences*
- *Working with unaccompanied trafficked young people*
- *Trauma informed Practice*
- *Food Hygiene*
- *Fire warden training*
- *Health and safety*
- *DDP- Dyadic Developmental Psychotherapy.*
- *ASSIST*

SECTION 2: PERSON SPECIFICATION

Essential	Desirable
Qualifications/Professional Membership	
Possession of HNC in Social Care and SVQ level 3 in Health and Social Care (Children and Young People. Or post holder must be working towards these qualifications.	
Registration with SSSC, and maintenance of SSSC registration and PRTL.	
Training	
Participation and completion of the relevant Promoting positive behaviour (PPB) training on a regular basis. This will include the requirement to be able to physically intervene where deemed necessary	
Experience	
Working with children, young people with behavioural and emotional difficulties	
Knowledge and Skill	
Excellent communicator	IT skills
Knowledge of looked after policies and procedures	
Problem solving	
Excellent communication skills -verbal and written	
Ability to build good relationships quickly	
Disposition	
Enthusiastic/ insightful/motived	
Analytical	
Flexible approach	
Solution focused/problem solving skills	
Patience	
Caring and understanding	