



Job Description

Residential Support Worker

About Us:

We provide care and support to children aged between 11 and 17 years who have emotional and behavioural difficulties. We help them in our small homes, which have no more than three children. We do this by using a therapeutic, trauma-informed PLACE approach, which stands for Playfulness, Love, Acceptance, Curiosity, and Empathy. Your role would be to lead the team on this model and 'parent' the children in our care, providing for their overall well-being. We want to ensure that our staff team feels valued, as this enables them to provide the best possible care to our children. This will be a home with a warm atmosphere, and we require a like-minded, motivated, and compassionate Support Workers to provide exceptional care to our children.

Purpose of Role: To work proactively as a member of the home's team and be professionally responsible in providing for the children's day-to-day needs, which helps to achieve their full potential and promote their welfare. This will be achieved through activities, support, guidance, and care, by providing a caring, nurturing, and loving home environment that encourages independence and choice.

What we require from you:

- Excellent written and communication skills
- Computer literacy and organisational skills
- Commitment to achieve NVQ 4 in Children, Young people's families Practitioner in children's residential childcare (if not already completed)
- Understanding of child development
- Ability to work as part of a team in a proactive manner
- Commitment to work within the therapeutic model of parenting within the home (PLACE)
- Ability to work within policies and procedures and take instructions when required, but apply judgement appropriately
- Experience of working in a residential setting (desirable)
- Confidence in establishing and maintaining positive relationships
- Honesty and integrity
- Demonstrate a 'can do' attitude
- Compassionate, calm and caring
- Commitment and flexibility to the role and responsibilities
- Provide cover as needed (including in other homes within the Company)
- Ability to maintain clear and consistent boundaries and be a positive role model
- Overnight cover
- Driving licence

Main Responsibilities and Duties:

- To provide primary care and support during your working hours for children in our care as per their care plan.
- To promote and support a healthy, balanced diet, meeting any specific dietary requirements, and to be able to plan for, cook, and serve meals on a rota basis
- Assist the child, or carry out with them/for them, day-to-day needs, for example, washing, ironing, shopping, budgeting, etc.
- To keep the home safe and clean by taking part in the cleaning rota
- To safeguard and promote the welfare and health of any child in our care, including the protection of the child from any harm/exploitation
- Produce and maintain accurate records and reports as necessary to ensure the smooth, efficient running of the home and to complete reports prior to leaving the shift.
- Ensure all plans, including Placement Plans, Care Plans, Behaviour Plans and Risk Assessments, are adhered to for each child in our care
- Any concerns, allegations, and complaints are urgently communicated to the Manager, no matter how small or trivial they may appear
- To act as Keyworker and/or undertake key work sessions with the child on specific areas agreed in their Placement Plans
- Take an active part in team meetings, regularly provide views and ways to improve current practice
- Ensure petty cash is used as per the Company Finance Policy and all records are kept and uploaded immediately.

- Participate on a shift basis by rota, demonstrating a level of commitment and flexibility to enable the efficient running of the Home
- Facilitate and support family or other contacts important for the child
- Transport children to/from the Home
- Conduct risk assessments prior to activities that involve the children and before a child has contact with others outside of the Home.

Training and Supervision

- Be responsible for own training and developmental needs and take responsibility for attending and applying training offered.
- Commitment to achieve NVQ 4 in Children, Young people's families Practitioner in children's residential childcare (unless already completed)
- Complete induction training and other mandatory and core training within timescales.
- Support colleagues and be prepared to receive support and advice through supervision and general communication

Other Duties

- As a term of your employment, you may be required to undertake such other duties as are commensurate with your job title, and/or hours of work, as may reasonably be required of you
- You may be required to attend meetings relevant to the child, such as Review Meetings, Planning Meetings or court hearings
- You may be required to undertake any other duties which are in the best interests of the children in our care, as instructed by the Registered Manager.

This job description is not intended to be a complete list of duties and responsibilities but it does indicate some of the main areas attached to the position of Residential Support Worker.

The job description is subject to change depending on the needs of the service or any changes within the laws in which we work and operate.



How we will help you:

Cornerways Care recognises that working within children's residential care can be a difficult and personally demanding task. It is essential that this reality is acknowledged to develop practices which assist staff in managing the issues this raises.

Our staff members are our primary resource, and when staff feel respected, valued, and empowered, they will flourish and provide a more caring and committed service. The following practices aim to build on the work already in progress through supervision, employment law, and Company policy.

Each and every employee, at all levels, has a personal responsibility to care for other employees and to recognise their own needs.

All employees have a right to:

- Be encouraged and given opportunities to develop their skills and knowledge as much as possible for their current post, and to have their development assessed and reviewed
- Professional support from their Line Manager and support from necessary services outside the immediate workplace
- Be consulted about and involved in, decisions concerning the home in which they work
- Have any complaints, problems, and issues (including those of disciplinary nature) dealt with as quickly as possible by Line Manager, without of course, marginalising the rights of our children
- Be able to make complaints to persons outside the line management system and have those complaints taken seriously
- Be able to give their ideas and feedback on the service and for these to be respected
- Talking to the Line Manager about any problems which affect their work in an open manner, without judgment. The Manager should advise the employees how to seek confidential counselling services if requested

As well as an acknowledgment of the hard work by employees of Cornerways Care, all staff members will have access to:

- Staff gym membership
- Shifts that enhance work/life balance
- Extra annual leave day for every year of service up to 5 extra days
- Company pension
- Free meals on shift
- Blue Light Card for Store Discounts
- Free enhanced DBS check
- 'Refer a Friend' bonus scheme

- Career progression within the Company
- Access to 24/7 phone counselling via BUPA (also for family members living with you who are 16+)
- Support from a Clinical Psychologist monthly
- Company-funded training (including NVQ levels 4 and 5)
- Extensive free training, including specialized training (ProActive Approaches and PLACE)
- Working in small homes with a high focus on outcomes
- Paid for pre-planned activities and holidays/and meals
- Access to company vehicles on shift (subject to conditions)
- Salary increments
- End-of-year bonuses
- Access to Wellness programs within the organisation

Above all, we provide highly supportive small teams where everyone's views and ideas are valued and counted.

Salary: £27,796.80 - £29,460.80 (depending on experience)

Contract: Full-time permanent position.

Hours: 40 hours per week plus sleep-in duties (on average 4 nights per month)



For more information and to apply:

www.cornerwayscare.co.uk

Recruitment@Cornerwayscare.co.uk

01462 429 717
7 Paynes Park
Hitchin
Hertfordshire SG5 1EH

