



achieving
for children



Senior Residential Childcare Worker

Scale point: 14-19 | Based in Teddington | Permanent | Full time

About the service

AfC have opened a children's home in the London Borough of Richmond. The home aims to achieve the highest standard of service delivery as measured by Ofsted against the Children's Homes Regulations and Quality Standards. We provide a home for up to five children. We want compassionate, experienced, resilient practitioners to join our team as Senior Residential workers.

About the role

The Senior Residential Childcare Worker is responsible for providing day to day care of children and young people within an environment that promotes positive attachments and relationships. They will present Achieving for Children in a positive light by behaving in a helpful and professional way at all times. They will lead the staff who are on shift to ensure that they carry out their duties and ensure colleagues are supported to respond effectively and efficiently to the varied unique and collective needs of the children.

The post holder will support young people and children in maximising their potential in a safe, caring and nurturing home and work to achieve the highest standard of service delivery as measured by Ofsted. They will identify and meet the physical, emotional, behavioural, cultural and educational needs of young people and ensure each young person's care plan is followed and amended as appropriate to reflect their changing needs. The young people we look after have experienced significant trauma, which requires high levels of compassion, empathy, resilience and understanding, this can present challenging behaviour, including self harm, physical outbursts, and risk taking behaviour. The Senior Residential Childcare Worker will have the ability to be resilient, to be understanding and insightful of the children and to be part of their successful outcomes. This will require a high degree of energy and an optimistic attitude to ensure a culture of "proactive" day to day care practice in the home is always maintained making a positive difference to children's lives.

All staff are integral to the running of the home and contribute to team meetings, shift debriefs, supervision and personal development scheme.

About you: our role specification

Qualifications

- Ideally educated to a degree level with a relevant professional qualification and proven evidence of continuing professional development
- Level 3 Diploma in Residential Childcare or Equivalent (for example NVQ level 3 in Caring for Children and Young People)

Skills and experience

- Experience of shift leading within a busy children's home team.
- Knowledge of relevant theory that informs practice delivery.
- Experience of building strong partnerships, maintaining relationships and co-producing solutions to challenges across a diverse set of stakeholders, including children, young people and their families. Advocating the voices of those we are working with.
- Experience of working with young people in a residential children's home setting and knowing the requirements of such a setting such as cooking, cleaning and maintaining a therapeutic environment.
- Experience of keeping and maintaining records (in accordance with local policy).
- Able to effectively use a range of strategies when working confrontational or have challenging behaviour from young people including de-escalation techniques and behaviour support with empathy.
- Knowledge of statutory legislation (for example Children's Homes Regulations) and national policy drivers that will affect children's services and your role.
- An understanding of the social, emotional, educational, cultural, religious and recreational needs of young people.
- Experience of addressing specific equality or diversity issues within your practice with colleagues/service users and taking action to solve them.

Personal attributes

- A passion for Achieving for Children's vision, mission and values (trust, value, respect) to support children and young people to live safe, happy, healthy and successful lives.
- Able to use a range of digital hardware or software to support your work effectively i.e. Microsoft or Google software.
- Strong organisational abilities including: time management, creative-thinking, problem-solving and multitasking.
- Able to work flexibly across a rota including sleep ins at the home.
- Personal determination, drive, energy and ambition to achieve challenging objectives, celebrate success and deliver excellent outcomes for children using a strength based approach.
- Commitment to resource-sharing and collaborative working within Achieving for Children and across organisational boundaries in the best interests of children and families.
- Good communication and interpersonal skills that are open, honest, persuasive and pragmatic.

The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising or working flexibly across the week to meet the business demands. This job profile is provided for guidance only.

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