



Job Description – Residential Child Care Worker (inc Bank)

Location:	Residential House
Line managed by:	Manager & Assistant Manager
Salary Scale:	Full Time: £18,532-£24,000 Bank ROP: £9.98 per hour (inclusive of holiday pay per hour £8.91 p/h plus £1.07 HP per hour)
Hours of Work:	40 hours per week or ad hoc if bank

Job Purpose

To be part of a team offering a comprehensive residential service to children and young people, the aim being to ensure the physical, social and emotional care, and development of the children and young people and the establishment.

Key Duties and Responsibilities

- Responsibility for ensuring and promoting the safeguarding of any young people that you may come into contact with.
- Work in accordance with Spark of Genius vision and aims
- To carry out duties in line with Spark of Genius policies and procedures
- To act as a key worker to specific young people
- Assisting in health promotion and personal hygiene development of the young people
- Work in line with young peoples care plans
- Promote young people's participation, to ensuring young people are actively involved in the environment and day to day activities of the home.
- To comply with the code of conduct as required by the SSSC
- To ensure the safety and wellbeing of the children and young people through the night time period.
- To implement de-escalation and physical intervention strategies as necessary and appropriate in line with mandatory training.
- To be fully aware of safeguarding and child protection issues.
- To fully understand the reporting process of child protection within the home.
- To understand the principals of safeguarding young people, staff and self
- To have a full understanding of the emergency call out procedures of the house
- To promote structure, boundaries and domestic routines within the house.
- To work in line with young peoples care and placement plans
- To work in accordance with the national care standards and co-operate with any inspection process
- Provide a positive role model for the young people, presenting yourself in a highly professional manner

- Work in partnership with families and other agencies to the benefit of the young people
- Participate in, and complete records for statutory reviews and meetings concerning the young people were required
- Undertake relevant training programmes as required by the Company, SSSC & National Care Standards and be responsive to own personal development.
- To have an up to date knowledge of current Legislation and Guidelines.
- Complete and maintain administrative records as required by the home
- Provide and participate in leisure activities and holidays in line with the care, placement plans and risk assessments of the young people were required.
- Take part in Handovers to and ensure all relevant information is shared with staff changing shifts.
- Develop effective professional working relationships with colleagues, children and families and maintain these relationships.
- Attend, participate and make productive use of supervision and staff meetings as required in the National Care Standards.
- To work as part of a team with colleagues and other professional to meet the social, emotional and educational health and mental health needs of young people.
- Contribute to a culture of open and honest communication
- Adapt and respond positively to changing patterns and work situations
- Awareness and responsibility for the health and safety of the home, children, young people, colleagues and yourself
- You must co-operate with the company in complying with the Health and Safety requirements and are therefore expected to follow Company policies, to acquaint yourself with the Fire, Health and Safety Procedures at your place of work and report any unsafe practices and conditions
- Supporting young people with education in a non-teaching capacity
- Support for the Alternative Curriculum and Curriculum Enrichment.
- The post holder may be reasonably expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time. It is the responsibility of the post holder to comply with Health and Safety and Equal Opportunities requirements at all times.
- To provide cover to other Spark of Genius Residential houses when required.
- Any other reasonable management instruction

The Company reserves the right to vary duties and responsibilities at anytime within legal notification frameworks, however, not outside what is considered reasonable to the original post.

Person Specification – Residential Child Care Worker

	Essential Criteria	Desirable Criteria	Method of Assessment
Education and Qualifications	<p>1 Commitment to achieve HNC and SVQ 3 in line with SSSC registrations criteria/timescales</p>	<p>1 Educated to SQA standard (or equivalent) or ability to demonstrate competency at this level</p> <p>2 SVQ 3 and HNC (or equivalent) which allows registration with SSSC or working towards.</p> <p>3 Appropriate registration with the SSSC for Residential Child Care Workers</p>	Application form and certificate check and interview
Experience	<p>2 Experience of dealing with challenging behaviours and or difficult situations.</p>	<p>4. One year's experience in Residential Child Care</p>	Application form and reference check
Skills	<p>3 Effective communication skills with colleagues, outside agencies, children and families</p> <p>4 Good interpersonal skills and emotional awareness of self and others.</p> <p>5 To work as part of a team and use own initiative when required</p> <p>6 Flexible approach to work</p> <p>7 Reporting and recording to a high standard</p> <p>8 Put into practice legislative guidance</p>		Application form, references and interview
Knowledge	<p>7</p>	<p>5</p>	Application form and

	An understanding of the impact of trauma, child development and the needs of young people in residential care.	<p>Knowledge of the national minimum Care Standards</p> <p>6 Knowledge of the Children (Scotland) Act 1995</p> <p>7 Knowledge of the work of other agencies involved with children and young people</p> <p>8 Understanding the principles of safeguarding and child protection</p>	interview
Ability	<p>8 To form professional and positive relationships with children and young people</p> <p>9 The ability to deal with difficult situations and make appropriate decisions in line with the policies and procedures of the house and SOG.</p> <p>10 To learn quickly and absorb information in relation to working with children and young people</p> <p>11 To as for guidance and support, and to remain open honest and accountable</p> <p>Ability to register and maintain registration with the SSSC.</p>		Application form and Interview
Other Requirements	<p>Willingness to participate in, and implement all house training in practice.</p> <p>Ability to work shifts including evenings and weekends</p>	Full UK Driving License	Application form, interview and licence check

