



ROLE DESCRIPTION

Role title	Residential Support Worker
Directorate	Children's Services
Reporting to	Residential Team Leader
Grade	13
Evaluation Ref	AG1201
Role Purpose	
Lead and work with children and young people to support them in all aspects of their life.	
Key results area	Accountability
Management Responsibilities	<ul style="list-style-type: none">• Responsible for leading shifts, including taking lead responsibility in dispensing and administering medication, delegation of tasks, shift leaders will conduct handover between shifts and ensure all relevant information is handed over.• Attend and contribute to monthly team meetings at the home.• Keep the young person's records and files up to date.• Take responsibility for a specific delegated area of work, eg fire officer, coordinate volunteers, which may vary across the homes.• Embrace the ethos of the homes statement of purpose, contribute to the development plan and maintain a high quality of care in line with the children's home regulations.
Key Worker	<ul style="list-style-type: none">• Work specifically with one or more young person in a "key worker" role.• Work directly with children AND young people in all aspects of their daily life including enriching activities.• Work closely with the young person's family and support network.• Monitor, advise and assist with the young person's education and health needs.• Liaise with other professionals in all aspects of a young person's support needs.• Encourage and maintain the young person's links with their community.
Report Writing	Write reports for and contribute to reviews and planning meetings on young people.
Development	Undertake all required training as part of the residential development plan.
Corporate Parent	Provide a "homely environment" eg ensure the home and grounds are maintained, provide food, transport the young people, assist with domestic chores and generally being a good parent.



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Council Policies & Values	<p>Understand, uphold and promote the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do. Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.</p> <p>Adhere to the local authority code of conduct when representing children's social care in or outside the home</p>
Dimensions of role	
<p>Maintain positive contact and interaction with children and young people and colleagues as an essential part of everyday work. Where appropriate, contacts are made with service colleagues, health professionals, GPs, voluntary bodies and other agencies relating to Children and young people's needs in order to receive and pass information and deal with day-to-day issues relating to the provision of care outcomes and emergencies.</p> <p>Across the 2 Children With Disabilities homes there will be a management structure consisting of a responsible individual, registered managers, deputy managers and team leaders.</p> <p>Each home is responsible for their allocated annual budget and will undertake financial accountability.</p>	
Qualification/Knowledge/Experience/Skills	
<p>Essential</p> <ul style="list-style-type: none">• Willingness to work towards Level 3 Diploma for the Children & Young People's Workforce <p>Essential</p> <ul style="list-style-type: none">• Experience in caring or supportive role – not necessarily in paid employment.• Good standard of literacy or numeracy skills• Clear, legible handwriting for records and files <p>Desirable</p> <ul style="list-style-type: none">• Some experience in a supportive role, for example: within community, hospice, charity – not necessarily paid employment. <p>Desirable</p> <ul style="list-style-type: none">• Qualified and willing to drive a vehicle, possibly a minibus	



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Notes	
Competencies / attributes	<p>Somerset Council has developed an attributes framework which will be a key component of the role; this can be found on the Council's website.</p> <p>Ability to adapt to changing priorities.</p> <p>Advanced communication skills, including the ability to influence, negotiate and problem solve.</p> <p>Ability to promote and safeguard the welfare of the children and young people.</p> <p>Ability to provide advice and guidance in fluent spoken English</p>
Working conditions:	
Working arrangements:	<p>Shift work, including alternate weekends and sleep-in duties.</p> <p>Will provide support to cover staffing shortages at the other homes.</p>