**JOB TITLE:**

Senior Residential Care Worker

**PURPOSE OF THE POST**

To provide advice, guidance, nurture, and support to young people and be responsible for the day-to-day care. To act as an appropriate role model and to support young people to achieve their optimum potential. To support, supervise and inspire colleagues to enable them to fulfil their job descriptions

**EQUAL OPPORTUNITIES**

All young people are equally entitled to have their needs met in a fair and balanced way. To be responsible for promoting equal opportunities for all and for challenging any behaviour or practice which discriminates against any young person or colleague on the grounds of race, religion, disability, age, gender, sexual orientation or any other perceived difference.

**ACCOUNTABLE TO**

Registered Manager and the Responsible Individual

**MAIN DUTIES**

**Professional Child Care Practice**

**Inspiring: we promote a culture which is high in expectations, enabling young people and colleagues to achieve their potential**

* To provide primary basic care and a nurturing, therapeutic environment to help young people progress.
* To Manage the home effectively in the absence of the Deputy or Manager
* Effectively lead shifts, direct and support colleagues
* To Supervise colleagues and manage individual and team performance to ensure a standard of excellent service delivery
* Ensure the effective monitoring and control all expenditure in accordance with financial procedures
* To Manage health and safety processes in the home including the implementation and monitoring of risk assessments
* To support the induction of colleagues into the home
* To be responsible for safeguarding and actively promoting the welfare of children and young people
* To be alert to signs of distress or abuse and to ensure that the children and young people are monitored and protected and have their needs met
* To contribute to the normal development of the children and young people through the provision of a healthy lifestyle to enable them to reach their fullest potential by providing a variety of stimulating activities and a consistent and caring adult model.
* To work with consistent boundaries to create safety for the children and young people.
* To be a positive role model for the child and colleagues and encourage both to develop meaningful relationships and attachments.
* To work alongside the children and young people to help develop a true sense of identity and feeling of self-worth.
* To engage, communicate, talk, and listen to the children and young people. To observe their behaviour and record significant features.
* To liaise where necessary with other professionals i.e. schools, social workers.
* To support the children and young people to integrate into social activities and where appropriate mainstream school.
* To use reactive strategies to support the behaviour of children and young people who are unable to manage their own behaviour.
* To assist in preparation for reviews and meetings and attend when required.
* To contribute to care planning and the implementation of these plans.
* To work alongside therapeutic colleagues to enable effective integration of care and therapy.
* To work with children and young people and their prospective carers to ensure the child’s successful integration into a family when placed.

**Compassionate: we listen, care and support with sincerity empathy and kindness**

**Working as part of a team**

**Collaborative: we value our partnerships and work together to create innovative and sustainable solutions for young people**

* To act as a member of the team, supporting colleagues and being prepared to receive support and advice as necessary.
* To inspire and lead colleagues on shift and model best practice.
* To participate in team meetings and therapeutic consultations at regular intervals.
* Giving and receiving feedback on performance with colleagues and managers
* Providing informal practical and emotional support to colleagues experiencing difficulties
* Leading, Attending and contributing to regular supervisions
* Responsible for referring any causes for concern regarding practice (whistleblowing) and to ensure these are recorded and reported in line with procedures
* Being familiar with all policies and procedures and adhering to them

**General Responsibilities**

* To share in the practical activities necessary to maintain the home to the highest standard.
* To set the highest standard in home making.
* To take ownership of the home, including the fabric, equipment, and grounds.
* To be accountable for monies allocated for specific purposes where appropriate.
* To ensure the children have a balanced diet.
* Attending young people’s meetings and contributing to them
* To adhere to Health and Safety Regulations and Procedures.

**Personal**

**Dependable: we are reliable, trustworthy, creating safe environments where young people can flourish and colleagues can grow, and we always keep our word**

* To keep abreast of good practice to develop skills, knowledge, and experience, in accordance with your personal development plan.
* To be able to take responsibility for own personal development.
* To make use of regular supervision.
* To develop an understanding of Horizon Cares Whistle Blowing Policy and procedure.
* To attend in-house and external training to develop skills, knowledge, and experience.
* To commit to ongoing personal and professional development.