

Hertfordshire County Council Job Outline



JOB TITLE: Residential Child Care Worker
GRADE: H5 – H7
REPORTS TO: Home Manager
TEAM: Children's Residential Services
DEPARTMENT: Children's Services

Purpose of the Job

To provide high standards of nurturing and therapeutic care to children living in the home who have experienced traumatic life experiences to help them reach their full potential.

The home uses the ARC theoretical model; (Attachment, Self-Regulation and Competency). Training is provided and all workers are expected to work to this model.

Main Areas of Responsibility

Provide good standards of reparative parenting for children and adolescents which safeguards and promotes their welfare by ensuring that the home meets the requirements of legislation, including the National Quality Standards for residential homes. Follow all HCC policies and local procedure.

Ensure that children and adolescents develop socially, educationally and emotionally having regard for the impact of trauma, abuse and neglect through effective assessment, care planning, and liaison with other agencies.

Work on shift to ensure that the needs of the children are fully met by good parenting, effective planning, maintaining routines, implementing consistent boundaries and responding creatively and flexibly to challenges.

Understand and support the purpose of the children's homes and be willing and able to respond appropriately to children with challenging behaviour.

Recording to a high standard in line with HCC policy and procedures, demonstrating a thorough knowledge of child development; the impact of early experiences on behaviour and sensitivity to children and families.

Following the day to day activities of the home including; cooking and cleaning; taking children to school, activities and appointments; following petty cash procedures, administering medication, maintaining the home environment and acting as a good role model.

You will be required to work shift patterns covering the needs of the children. This will include early and late shifts, weekends, Bank Holidays and sleep-in duties as well as taking children on holiday within and outside of the UK. Please confirm that you are willing to undertake these duties in your supporting statement.

In some of our homes we have children with disabilities who may require personal care.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary. This may include supporting any of our other homes when necessary.

Criminal Background Check

Safeguarding children and adults is of utmost importance to Hertfordshire County Council. The Council requires employees to abide by legislation and best practice to enable Hertfordshire to achieve this. This role has been identified as requiring a Disclosure & Barring Service (DBS) check or Basic Disclosure. You must therefore ensure that any relevant criminal record check application is completed and returned as requested by the Council, as this is deemed a contractual requirement of employment. In addition, you consent to allow the Council to retain a copy of the disclosure certificate within your personal file.

It is a contractual obligation to disclose any cautions, reprimands or convictions and to update your manager of any changes to your status whilst in employment. Enhanced DBS roles will be reviewed periodically during employment, by means of DBS Dip Sample or three yearly rechecks. Failure to disclose changes to your status may be detrimental to your employment and you may be subject to disciplinary action.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to interview you will receive more information.

Health and Safety

It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

Diversity and Inclusion

Hertfordshire County Council is committed to making inclusion part of our DNA, both as a large employer of people and as a provider and commissioner of services.

We strive to positively promote diversity and inclusion across the delivery of services and within our workforce. We want everyone at work, regardless of their background, identity or circumstances to have a sense of belonging to the organisation. We want all employees to feel valued, accepted and supported to succeed at work and reach their full potential. Our Diversity and Inclusion Strategy is available on the internal intranet or from your line manager.

Additional Information: Code of Practice on the English Language Requirements for Public Sector Workers

Public Authorities must ensure that all members of staff in customer facing roles, whatever their nationality or origins, are able to communicate the English language fluently with the general public, verbally and in written format. (access needs will be met for those with a disability)

Person Specification

Please provide a supporting statement which includes examples and evidence of when you have demonstrated the attributes listed below.

You will be expected to address each point separately and in the order listed.

If you do not complete a full supporting statement in the requested format, your application may be rejected.

The ability to use effective communication and listening skills in a wide range of situations.

Understand and demonstrate the need for confidentiality and data protection.

Willingness to develop your skills and practice through training and additional training, which will include working towards the Level 4 Children, Young Person and Family Practitioner (or equivalent) qualification.

Able to remain calm under pressure, resilient and nurturing, with a passion for helping children affected by trauma, abuse and neglect.

Being empathetic and insightful to the needs of children and adolescents who have experienced complex life situations. This involves managing and containing their emotions, in order to meet their full potential through therapeutic care

In order to adapt to changing priorities, being resilient and flexible is important.

Ability to act on your own initiative as well as working as part of a team.

Ability to use computer systems competently, including Microsoft computer packages.

Proven literacy and numeracy skills is required in this role.

A full driving licence and be able to drive children and adolescents to and from meetings and activities is required. Please confirm that you are willing to undertake these duties in your supporting statement.