

Hertfordshire County Council

Job Outline



JOB TITLE: Senior Residential Child Care Worker

GRADE: H8

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.

To provide children with a good experience of being parented and implement high standards of basic care by supervising, advising and supporting care and non-care staff in their tasks.

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, and support other staff to 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 Children's Homes Regulations and Quality Standards. 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.

Lead shifts 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.

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.

Managing the day to day activities of the home ensuring staff 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 to employees and young people.

Providing support and development to Residential Childcare Workers through formal and informal supervision; inductions; training and mentoring.

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 who have disabilities and 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 Hertfordshire's 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.

Equality and Diversity

Hertfordshire County Council is determined to take action to ensure that our belief in diversity and equality of opportunity is integral to everything we do. It will inform every area of activity; from the way we provide services to the way we employ our staff. It is a central responsibility of all councillors, managers, staff and partners. The council's

equality policy 'Putting People First' is available on hertfordshire.gov.uk, on the internal intranet or from your line manager.

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.

Experience of working in a children's residential home is required for this role.

A Level 4 Children, Young Person and Family Practitioner or equivalent qualification in Social Care, health or education is desirable.

Knowledge of relevant care legislation, including the Children Act and Children's Homes Regulations (England) 2015 showing an understanding of child protection policies and procedures as well as child development is essential.

Excellent communication and listening skills being empathetic and insightful to the needs of children and adolescents who have experienced complex life situations.

Being calm, resilient, nurturing and emotionally aware with a passion for helping children affected by trauma, abuse and neglect to meet their full potential through therapeutic care is important in the role.

Ability to work collaboratively across professional boundaries in a timely and purposeful manner.

Ability to identify risk or concern and to respond effectively, with appropriate support.

Able to prepare child-centred reports and present/give evidence to these in formal settings.

Able to take a lead in monitoring the implementation of a wide range of interventions including chairing, planning, and review meetings and accompanying Residential Childcare workers at CPCC's and Court Hearings as appropriate.

Willing to learn and develop your skills and practice through training and additional study and able to pass this onto other staff with enthusiasm and commitment.

Ability to function and manage effectively in stressful situations and able to communicate with children, colleagues and professionals

Understand and demonstrate the need for confidentiality and data protection.

Being caring, compassionate and patient with an ability to manage and contain children's emotions.

Ability to remain calm under pressure using your own initiative as well as working as part of and leading and managing a team.

Experienced and confident in using computer systems, including Microsoft computer package.

Required to hold a full driving licence and be able to drive children and adolescents to and from meetings and activities.