

JOB DESCRIPTION

JOB TITLE: Therapeutic Residential Care Worker
Hillcrest Acorn Cottage & Ashley

NB: Although working primarily at one home, circumstances may arise when you will be required to work at other homes in the area

RESPONSIBLE TO: Team Manager/Senior RCW

JOB SUMMARY: To help create and maintain a non-institutionalised, child-centred therapeutic community home in which the young people are enabled to grow in all areas of their lives, to work towards emotional stability and to develop to their full potential.

Employees are asked and expected to make a commitment to the young people of a minimum of two years continuous employment.

PATTERN OF WORK: Working on a rolling shift/rota, based on 2 days on shift followed by 3 days off shift, with sleep ins as dictated by the rota. The weekly hours of work vary and the average weekly hours of work are 42.11 over a 52 week period.

1 DUTIES AND RESPONSIBILITIES

1. Working under the direction of the Team Manager / Senior Therapeutic RCW actively contribute to the provision of quality care, within which the health, welfare, education and development of young people is promoted. To work in collaboration with the team to ensure that the home meets all regulatory and statutory requirements.
2. To embrace the homes' therapeutic ethos in line with Community of Communities standards and guidelines and the Home's Statement of Purpose.
3. To actively contribute to the delivery of a nurturing, homely, safe, accepting and caring therapeutic environment in which children and young people can learn social and interpersonal skills, develop a positive sense of self and build their self-esteem and confidence.
4. Work proactively with the team within the daily routine and agreed structures of the house, to include for example day to day parenting responsibilities, undertaking daily household responsibilities such as domestic tasks (cleaning, washing, ironing etc.), cooking, shopping, taking young people to appointments/meetings, planning the day and participation in activities (including physical activities such as sport) with the young people. Support in

the school environment, in lessons with the young people and with homework etc.

5. To work in collaboration with the team to ensure an appropriate programme of activities are in place and work with the young people to encourage and support participation. To accompany and support young people on holidays, short breaks and outings.
6. Work professionally and in partnership with parents, social workers, agencies and other professionals linked to the young person's care plan to effectively fulfil the responsibility of parenting the young people. Support and facilitate contact with family members where appropriate.
7. To work collectively with team members in using effective care practice, de-escalating and diversionary strategies and recognised techniques to manage young people who exhibit challenging, threatening and confrontational behaviour. Consistently act in accordance with the company's Behaviour Management policy and ensure appropriate recording takes place.
8. To follow and act in accordance with all relevant aspects of legislation, regulation, and the company's Policies and Procedures. Ensure an understanding of how such issues are interpreted and followed in practice, keeping up to date with changes as they occur.
9. Undertake and ensure all electronic and paper recording systems are completed on a daily basis whilst on shift in line with the company's recording protocols. Participate in handover, team meetings etc.
10. To fulfil the role of key worker to a named young person attending their statutory reviews, planning meetings, school events, etc. Contribute to the writing, review and updating of the care plan, the production of reports, and in ensuring their progress is monitored and recorded. To help organise and participate in young peoples' and community meetings.
11. Work in a non-discriminatory manner supporting the differing cultural, racial and religious needs of the young people. Work constructively with colleagues and young people to enhance the positive values of working with difference, challenging attitudes and practice, which are inappropriate or unacceptable within the ethos of the house.
12. To fully abide by and follow the company's Health and Safety policies and procedures to ensure safe and effective working practices for the staff, young people and people visiting the house.
13. Take responsibility for a designated area of work, or practice development as directed by the Team Manager.
14. In conjunction with the Home Manager and team develop a positive public profile of the service ensuring good communication, relationships and that staff represent the service in a professional way. To ensure that the home exemplifies

the highest quality of care to young people by actively promoting continual improvements.

15. To carry out any other tasks or duties deemed appropriate as directed by the Home Manager and/or Team Manager.

2 WORKING WITH YOUNG PEOPLE IN A CHILD-CENTRED, THERAPEUTIC APPROACH

1. To be familiar with the background, therapeutic care plan and daily progress of all young people in the home and to help implement their individual care plans.
2. To play an active role in the lives of all young people and to fulfil their emotional needs: to feel seen, heard, safe, respected, valued, supported, empathised with and cared for.
3. To be aware of the need to maintain a protective environment for the young people who have suffered abuse from adults and to develop ways in which they are able to trust adults.
4. To be able to acknowledge the abuse the young people have suffered and to be able to see the young person beyond their presenting behaviour.
5. To promote young people's rights, individuality and choice.
6. To build positive and appropriate working relationships with the young people, ensuring adherence to boundaries and consistency of care practice.

3 PERSONAL AND PROFESSIONAL DEVELOPMENT

1. To attend all in-house and external training days/sessions; group clinical supervision and team meetings in order to develop a theoretical underpinning of residential-based therapeutic work. Attendance is required whether on or off shift.
2. Complete all mandatory training requirements and refresher training to ensure knowledge and skills are updated and refreshed.
3. To arrange and attend regular individual supervision and to take responsibility for raising and addressing any relevant issues.
4. Take responsibility for own behaviour and practice and continue self-development through reading, research etc. Provide peer support and guidance to other members of staff.
5. **The Children's Home regulatory standards require all staff to be qualified.** Undertake appropriate training, including induction workbook and refresher training in specified areas as identified by the Home Manager and/or Team Manager. The Children's Home regulatory standards require all residential care

staff to be qualified. In order to meet these, Hillcrest will sponsor you to undertake the Level 3 Diploma in Residential Childcare when you successfully pass your probationary period. It is a condition of your employment that you undertake and satisfactorily complete the level 3 Diploma in Residential Childcare within two years of your start date. **The Level 3 Diploma is a requirement of the role**, if you fail to achieve the Diploma, do not complete it within the prescribed timescale, refuse to undertake it or are withdrawn from the Diploma, it will prevent you from continuing in this employment.

PERSON SPECIFICATION
Therapeutic Residential Care Worker

Education/Qualifications	Essential	Desirable	Method of Assessment
<p>Level 3 Diploma in Residential Childcare or equivalent</p> <p>From April 2016, it is a requirement to hold a Level 3 Diploma in Residential Childcare within 2 years of your start date. It will therefore be essential criteria for the job. If you do not hold this qualification, the company will sponsor you to achieve this qualification.</p>		✓	Application Form Certificates
Knowledge & Experience			
Experience with young people either paid or voluntary		✓	Application Form Selection process
Experience of working with young people in a residential care setting		✓	Application Form Selection process
Some knowledge of childcare and child development developed through working directly with young people		✓	Application Form Selection process
Experience of working with young people with emotional & behavioural difficulties		✓	Application Form Selection process
Some understanding of current childcare legislation		✓	Application Form Selection process
An awareness of and commitment to working in a non-discriminatory manner and supporting differing cultural, religious and racial needs		✓	Selection process
Skills & Abilities			
A genuine interest in working with young people and willing to make a commitment to the job	✓		Whole process
Able to engage appropriately with young people and develop rapport	✓		Whole process
Able to recognise conflict and challenging behaviours and situations with young people	✓		Selection process
Able to effectively use a range of strategies in dealing with confrontational		✓	Selection process

or challenging behaviour from young people including de-escalating and approved hold techniques			
Able to engage in a variety of activities (including physical activities) to develop and sustain appropriate relationships with young people.	✓		Application form Selection process
Ability to manage personal and professional boundaries maintaining appropriate relationships with staff and young people	✓		Selection process
Good communication skills (written and verbal). The position involves being able to write logs, reports, daily records etc.	✓		Application form Whole process
Able to use the computer and Microsoft packages to produce correspondence, reports and undertake e-learning	✓		Application form Selection process
Able to form and sustain positive and professional working relationships	✓		Selection process
Able to take direction and work effectively and cooperatively as a member of the team	✓		Selection process
Able to use initiative and work autonomously within the boundaries of the role	✓		Selection process
Able to organise and prioritise own work	✓		Selection process
Ability to cope with the pressures of a residential care setting	✓		Selection process
Able to demonstrate consistency of approach in dealing with a range of young people		✓	Selection process
Able to handle own emotions and feelings, and support young people to trust adults	✓		Selection process
Ability to understand the differing dynamics and distinguish between the differing needs of the individual and the group		✓	Selection process Selection process
Able and willing to undertake all tasks associated with parenting a young person	✓		Selection process
Able to demonstrate good parenting skills	✓		Selection process
Hold a current full manual driving licence and prepared to drive as part of the work	✓		Application form
Committed to anti-discriminatory practice and anti-oppressive approach and able to translate this attitude into practice	✓		Whole process

Commitment to personally undertake further training and development	✓		Selection process
Able to meet the requirement of the Shift pattern.	✓		Selection process

This position involves occasionally travelling to various locations to take young people to appointments, training etc. It is therefore expected that you can fulfil this requirement.