

Job Description

Role title	Residential Care Worker
Reporting line	Registered Manager
Division	Children’s Residential West

Role Purpose

At Cambian, our vision is to inspire lives and to continually develop them. And not just the individuals in our care but their families and communities too! As a leading provider of behavioral services to Children, we are making sure that the support we offer is constant, reliable and of the highest possible quality at all times

As such, the purpose is clear, to provide advice, assistance and support to young people, safeguarding their welfare at all times. To attend to their practical, physical and emotional needs. To act as an appropriate role model and to work closely with them and your team to enable them to address their difficulties and achieve best possible outcomes for all

Key Focuses:

- Always looking for ways to innovate and improve
- Safeguarding those in our care
- Contributing positively to the lives of others
- Maintaining accountability for engagement of all
- Supporting the development of colleagues and the empowerment of service users

Our Values

- **Integrity**
- **Accountable**
- **Committed**
- **Responsible**
- **Person-Centred**
- **Enthusiastic**

These values are more important than where we have worked or the positions we have held.

They underpin the decisions we make and the actions we take

Duties & Responsibilities

Providing care for young people whilst continually demonstrating our values by:

- Creating and maintaining an environment that is homely, warm, welcoming and positive through cleaning, tidying, organising and cooking etc.
- Establishing positive relationships and always offering unconditional and positive regards
- Constantly meeting the physical, emotional, behavioral, cultural and educational needs of our young people
- Acting as a role model and demonstrating appropriate pro-social ways to deal with problems
- Ensuring that each young person’s care plan is followed and innovated as appropriate to reflect their changing needs

- Providing advice, assistance and support on a 1:1 basis to our young people
- Being approachable and positively ambitious for our young people, helping them achieve their goals and optimise their potential
- Supporting our young people in their education and pursuit of extra-curricular activities
- Keeping accurate records and providing written reports
- Empowering and advocating for our young people and facilitating their active involvement decisions where appropriate around their lives and future
- Encouraging our young people to develop links with the community, attend off-site activities and expand their personal social networks
- Being available to sleep-in and support staffing of the service
- Maintaining reporting and handling petty cash in line with processes

Contribute to your team whilst demonstrating our values by:

- Being aware of the values, ethos, aims and objectives of the service and working collaboratively with colleagues to achieve them
- Attending team/staff meetings and making a positive and innovative contribution to them at all times
- Actively contributing to the development of the team and yourself
- Be willing to give and receive constructive feedback on performance with colleagues and managers
- Having awareness of childcare plans for all young people and providing support for colleagues by maintaining consistency in their execution
- Attending and contributing to regular supervision sessions in line with regulation
- Monitoring the conduct of colleagues and referring on any causes for concern around safeguarding (Whistleblowing)
- Be willing to participate in any investigations as and when required
- Maintaining familiarity with all policies and procedures and adhering to them
- Driving company vehicles safely at all times (current driving license holders subject to procedures)
- Receiving and engaging with all training appropriate to role and maintaining an up to date training profile
- Holding responsibility for the health, safety and welfare of self and colleagues in accordance with the requirements of the organisational Health and Safety Policies and regulation
- Performing all other reasonable tasks as directed by the line manager

Safeguarding

All colleagues bear responsibility to protect and safeguard vulnerable individuals at risk. All colleagues are required to attend safeguarding awareness training and additional appropriate training whenever required

Pre-Employment Checks

All colleagues must be willing to undergo a full background check prior to starting in post.

This will include:

- Enhanced Disclosure
- Right to Work Checks
- Full Employment History going back to the age of 11
- Reference contact information for all roles within the past three years and all roles that involved working directly with children or the vulnerable going back to the age of 11
- Overseas police check (if applicable)

Person Specification

	Essential	Desirable
Values	Integrity Accountable Committed Responsible Person-Centred Enthusiastic	
Qualifications & Accreditations	Full UK Driving License (to use company vehicle)	Childcare Qualification – NVQ or equivalent
Knowledge & Skills	Ability to relate to and communicate with young people and to form and maintain appropriate relationships and professional boundaries Awareness of young people’s needs Awareness of safeguarding issues and ability to safeguard the welfare of young people Ability to communicate effectively both speaking and writing Ability to work under own initiative Ability to take direction and work as part of a team Ability to work in partnership and liaise with other professionals Advanced household skills Ability to recognise and acknowledge training needs and respond appropriately Emotional resilience in working with challenging behaviors Understanding of equal opportunities and anti-discriminatory practice issues	An understanding of challenging behaviors and methods of support Awareness of Regulation Knowledge of Childcare legislation Outdoor pursuits skills
Experience		Looking after children Residential care work Outdoor pursuits with young people Shift working