

Job specification



Job title: Senior Residential Support Worker
Service: ATOM
Grade: G7
Reporting to: Registered Manager

Your job

You will support the leadership team to ensure the delivery of outstanding residential and outreach services to children young people in care and on the edge of care. Working within a multi-disciplinary team you will work together to provide a range of creative support initiatives and placement offers that improve permanence for young people on the edge of care and in care, promote family based care and support our ambition for all Children Looked After (CLA) to be cared for within the Wigan community.

You will be responsible for the direct day-to-day care of young people within the residential home and or bespoke placements. You will be providing support to young people on the edge of care, or those in care that live in the various other hub placements such as foster care, semi-independent provision.

In addition, you will be part of a multi-disciplinary team holding a key role engaging with young people to ensure they are able to build strong relationships, develop resilience, learn life skills and explore future opportunities living in a family setting or transitioning successfully to a suitable independent setting, helping them be the best that they can be.

The Council is committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection Regulations.

In this job you will

On an ongoing basis you will:

- Take responsibility for the basic care of children – assisting and ensuring good personal care, health care, education and recreational activities.
- Work as part of a team, on rota basis. Including 24hr shifts with sleep in duties.
- Proactively support the young person's care plan – and taking active responsibility to promote their Health, Education, Independence, Social, Emotional and Personal Well Being.
- Work at any Hub or designated workplace according to direction from management
- Contribute to and create a warm, caring and nurturing environment.
- Work within a Multi-Disciplinary Team with a range of professionals supporting adolescents and their families.
- Develop an understanding of, and strive for, excellent practice in line with standards, regulations and the Ofsted framework.

- Promote contact with the child's birth family and others through supervising and / or transporting children to contact in conjunction with the child's care plan.
- Participate in assessing risk and developing action plans in relation to challenging behaviour, safeguarding and general Health and Safety using a risk managed (not risk averse) approach.
- Take an active part in promoting the child's involvement through youth, leisure, social and recreational activities within the local area.
- Ensure that the child's individual cultural and religious needs are promoted and respected.
- Ensure the physical needs of young people who are living in the home are provided for such as cooking, washing, ironing, shopping, budgeting, making appointments and promote the development of these skills to prepare young people to be able to carry out these tasks themselves.
- Ensure a regular log and record of events is maintained including daily diary sheet/ medication check list.
- Complete reports and fulfil expectations of the home in terms of record keeping, administration, and finance and maintain files to the service's standards. This will include accurate written records of the work undertaken with young people and their families and recorded on electronic systems as appropriate.
- Prepare for and attend MyTime (supervision) Sessions – both individual and group sessions (Team Meeting) and also take a proactive part in self-development to learn.
- Support our young people to have varied experiences, to promote positive outcomes and have FUN.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need

You must be able to demonstrate the following essential requirements:-

- A relentless passion and professional curiosity with the ability to work with vulnerable young people. You will be flexible, dynamic, persistent and resilient and operate within a defined culture and intervention practice model and adopt a solution focussed and restorative approach.
- Experience of working in a residential setting and /or with young people and their families.
- Experience of working with young people with complex and challenging behaviours.
- Child care qualification level 3 or equivalent or currently working towards.
- Good numeracy and literacy skills including effective recording and report writing skills.
- Ability to demonstrate good child care practice in your own direct work/interventions.
- Ability to demonstrate good IT skills.
- Desire to pursue continual professional development.
- Knowledge of policy, regulations and law relating to the care of children and young people including Safeguarding and Child Protection.
- Liaise effectively with other agencies, professionals, families and young people.
- Able to demonstrate risk management and assessment skills.

- Have time management skills and the ability to work flexibly across a range of settings on a rota basis including sleeping in duty, waking nights and weekend working.
- Understanding and commitment to Restorative Practice.
- Good motivation skills, personal resilience and the ability to develop this in young people.
- Able to demonstrate problem solving skills and the ability to find innovative solutions.
- Good communication, interpersonal and advocacy skills.
- Ability to meet the travel needs of the post. Please be aware that this may involve significant travel implications and will involve transporting children and families.

Our culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **Team Wigan** behaviours.

Be Positive... take pride in all that you do

Be Accountable... be responsible for making things better

Be Courageous... be open to doing things differently

Be Kind... be helpful, generous and thoughtful towards yourself and others

#TeamWiganDeal

Together we will

Deliver Deal 2030, working alongside our communities to make Wigan Borough an amazing and inclusive place to live and work, building a better future.

We will



Genuinely care for you and your wellbeing.



Champion a culture that inspires you to thrive.



Listen and engage with you to bring your ideas to life.



Celebrate your contribution and support you to reach your goals and aspirations.

I will



Look after my wellbeing and be kind to myself and others.



Work with others across #TeamWigan to be courageous, innovative and embrace technology.



Share my ideas and be accountable for making things happen.



Own my development and let my passion and positivity shine through.