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| |  | | --- | |  | | **Residential Support Worker**  Thank you for your interest in applying for the above post. Please find attached the Job Description and Person Specification for the role. | | **Working for Stockport Council** | | **Macintosh SSD:Users:tony.collinge:Desktop:values_job_description:STAR_logo_and_values.jpg**  Stockport Council has 4 core values that run through everything we do and are known as the Stockport Way of doing things. As an organisation we stay true to them no matter what challenges we face. The values came from colleagues and were developed through workshops and consultation across the Council.  [This video,](https://play.buto.tv/3My87) produced 'in house' and featuring colleagues from across the Council, explains each value and shows how colleagues are living these values each day.  As a new colleague the Council will expect you to work in accordance with these values. We also have policies and procedures around health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities which we expect you to adhere to. These will be explained in detail to you as part of your induction process.  You can find out more about working for Stockport Council, and some of the benefits we offer employees, online at <https://greater.jobs/locations/stockport/>  H:\Directorate Services Team\Recruitment (Annalie Burns' Team)\Recruitment\OTHER\Diversity and Inclusion\DISABILITY CONFIDENT\employer_small.png |   green band epsStockport Council  **Job Description** | |
| Post Title: Residential Support Worker  **Service Area:**  **Directorate: Services to People**  **Team: Children’s Social Care** | Salary Grade: Scale 5 + 2 increments for weekend working |
| **Post Reports to: Senior Residential Social Worker/Registered Manager**  **Post Responsible for:** | |
| **Main Purpose of the Job:**  Within the framework of legislation, agreed Authority policies and procedures, to provide a stable, consistent and caring environment for young people looked after by the Local Authority; and to work actively towards the young person returning to parents or other carers, or moving to independence.  Ensure standards for the maintenance of registration standards and compliance with the National Care Standards Act 2000 and Children’s Home Regulations  To be accountable to the Residential Support Worker and registered Manager for the quality of the work provided in the Care, Development and Protection of Looked After Children  The Edge of Care team will work with young people aged 0-18 years and their families who are open to children’s social care on the edge of care or at risk of in-house foster placement breakdown. The role of the Residential Support Worker will be integral to the Edge of Care Team through the provision of a residential placement or package of outreach support as determined by the young person’s care plan | |
| **Job activities:** **Summary of Responsibilities and Key Areas:**  1. To ensure that admission to Dial Park is through the Edge of Care offer and based on clinical and systematic needs assessment  2. To work as part of the Edge of Care Team by offering short to long term intensive placements  3. To ensure the unit delivers parenting support as part of an outreach plan to parents/carers to empower them in the parenting of their child/young person, thereby increasing parent/carer responsibility to;  - Be more effective enabling the young person to develop skills to cope with complexities within family, peer, school and the community systems;  - understand what is maintaining the problem behaviours within a systemic context present/future focused and goal-oriented, that targets specific problem behaviours by building confidence, positive relationships and capacity in parenting  4. To attend and contribute to a range of meetings including child protection conferences, LAC reviews, TAC meetings and planning and progress meetings and provide reports when required  **Monitoring Admissions**  To carry out an admissions in a sensitive and caring manner so that the young person feels safe, secure and accepted, and his or her immediate needs are met i.e.:-  Liaise with family and other agencies to gather information and give details of placement.  Arrange introductory visits to the unit for the young person and his/her carers where possible  Provide emotional support to young people in order to minimize trauma of separation from family and admission to Local Authority care.  Ensure immediate physical needs are met e.g. clothing /diet.  Arrange medical examination as per Regulations under the Children Act.  Discuss with young person>house rules and other essential information e.g. how to make a complaint.  Complete relevant forms, make up personal file, obtain documentation such as consent to medical treatment, arrange for young person to receive pocket money, bus fare etc.  Participate in drawing up an initial care plan that includes arrangements for contact, and takes account of the young person/s views and feelings.  **Assessing Client Needs**  To establish relationship with the young person in planned manner in order to get to know him/her and hence his/her needs. This includes:-  Involvement with the young person in daily living tasks and leisure activities.  Planned key work sessions to discuss the young person’s perceptions as to why he/she is in care and what he/she wants for the future.  Monitor patterns of behaviour by direct observation and discussions with other staff.  Continue liaison with other persons directly involved with the young people, both family and other agencies.  Maintain records about young people.  Contribute to planning meetings, verbally and by written reports.  Support young person in making his/her views known, either verbally or in written form, as required by the Children Act.  Assessing nature of relationship with family during contact arrangements.  **Preparing, Implementing and reviewing Program for Individual Client Development.**  To be involved with other key staff in the planning meeting process, in which an individual plan is drawn up, put into practice and subsequently reviewed. This includes:-  Regular monitoring of the young person and other key individuals, amending details as appropriate.  Undertake direct work with young person, e.g. assessing level of emotional attachment between young person and his/her parents; re-integrating young person into school.  Being available to counsel young person as appropriate.  Maintain appropriate records of work undertaken and young person’s progress.  Ensure plans happen e.g. arrange transport, ensure attendance at relevant appointments.  Ensure an environment exists in which young person can develop appropriately e.g. appropriate level of privacy.  Helping young people to understand their past and come to terms with what has happen to him/her.  **Assisting Clients to Deal with Behaviour Difficulties or Particular Vulnerabilities.**  To enable young people to recognize the nature of their behaviour, the effect upon others, the reasons for it and the needs for change. This includes:-  Accepting that extremely difficult and sometimes violent behaviour is a part of a young person’s response to his/her previous damaging experience.  Confronting young people in a consistent and caring manner when his/her behaviour is unacceptable.  Looking at ones own behaviour and the effect it has upon the young person.  Exploring/discussing reasons for the behaviour including the immediate trigger.  Suggesting alternative responses.  Suggesting young people in changing his/her behaviour.  Supporting young people in changing his/her behaviour.  Working in partnership with other professionals to establishment a program to change the young person/s behaviour.  **Planning and Preparing Clients for Discharge.**  To ensure the young person/s longer-term future is a regular part of the planning process and those systems are in place to support these arrangements. This includes:-  Referral to and working with Leaving Care Team for young person moving to independence.  Ensuring young people are physically and emotionally prepared to move to independence e.g. cooking, budgeting and coping alone.  Making available support systems where a young person needs to be moved to an alternative placement, whether with foster carers or another residential establishment.  Helping the young person to understand the reason for the move and the new environment e.g. living in as family again.  **General**  To give support and advice to less experienced colleagues when the need arises, particularly when there is no senior officer immediately available.  To prepare for and attend supervision sessions and staff meeting and make use of all available training and staff development opportunities.  To undertake duties in an anti-discriminatory manner with due regard to race, gender and sexual orientation. | |
| **Additional responsibilities:**  To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.  To fulfill personal requirements, where appropriate, with regard to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities.  The responsibilities set out in the job description, advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough. | |

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Stockport Council

Competency Person Specification

The criteria listed below represent the most important skills, experience, technical expertise and qualifications needed for this job role.

Your application will be assessed against these criteria to determine whether or not you are shortlisted for interview.  Any interview questions, or additional assessments (tests, presentations etc) will be broadly based on the criteria below.

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| **Competency** | **Essential or Desirable** |
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| Experience of working with children and young people in a statutory private or voluntary residential setting | Essential |
| Experience in child protection work and working with families | Essential |
| Ability to communicate effectively oral written & electronically, experience of report writing | Essential |
| Knowledge of relevant legislation and Children’s Home Regulations and standards | Essential |
| Ability to work in partnership with service users, carers, colleagues and other agencies | Essential |
| Ability to use a range of interventions to provide outreach in supporting rehabilitation to children and their families | Essential |
| Ability to work as part of a team | Essential |
| Ability to understand and manage challenging behaviour | Essential |
| Diploma level 3 in Care (Children & young people) or equivalent professional qualification | Essential |
| Proven positive commitment towards training and self-development | Essential |
| Good literacy and numeracy skills | Essential |
| Full Driving License and to pass the council driving test within 6 months of appointment | Essential |
| Understands and actively supports Stockport Councils diversity and equality policy. | Essential |
| To meet Stockport Council’s standard of attendance. | Essential |
| A willingness to be flexible in a changing environment | Essential |