



## Stockport 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 Children's Home Regulations and Quality Standards

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 Family First 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 Family First 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 Family First Team offer and based on clinical and systematic needs assessment
2. To work as part of the Family First Team by offering short to long term intensive placements
3. To ensure the unit delivers parenting support in the community and the families homes 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 one's 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 establish 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 duties:**

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, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities. Where this occurs there will be consultation with the employee and any necessary personal development will be taken into account.



## Stockport Council Competency Person Specification

### Post Title:

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.

Competency	SCORE					Essential or Desirable
	0	1	2	3		
Experience of working with children and young people in a statutory private or voluntary residential setting						Desirable
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, Ability to complete PRICE training (physical intervention training)						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 to drive the home's vehicle alternative arrangements will be made due to disability						Essential
Understands and actively supports Stockport Council's diversity and equality policy.						Essential
To meet Stockport Council's standard of attendance.						Essential
A willingness to be flexible in a changing environment						Essential

### Scoring key

0 – Not met essential criteria

1 – Partially meets essential criteria

- 2 – Meets criteria
- 3 – Exceeds criteria
- 4 - Exceptional