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| |  | | --- | |  | | **Casual 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/> |   green band epsStockport Council  **Job Description** | |
| Post Title: Casual Residential Support Worker  **Service Area:** Children’s services  **Directorate:** Stockport Family  **Team:** Residential | Salary Grade: Scale 5 +2 |
| **Post Reports to:** Senior Residential Worker, Assistant Manager and 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 | |
| **Summary of responsibilities and key areas:**   1. To ensure that admission to residential 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 behaviors within a systemic context present/future focused and goal-oriented, that targets specific problem behaviors by building confidence, positive relationships and capacity in parenting  1. 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 behavior 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 Behavior Difficulties or Particular Vulnerabilities.**  To enable young people to recognize the nature of their behavior, the effect upon others, the reasons for it and the needs for change. This includes:-   * Accepting that extremely difficult and sometimes violent behavior 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 behavior is unacceptable. * Looking at ones own behavior and the effect it has upon the young person. * Exploring/discussing reasons for the behavior including the immediate trigger. * Suggesting alternative responses. * Suggesting young people in changing his/her behavior. * Supporting young people in changing his/her behavior. * Working in partnership with other professionals to establishment a program to change the young person/s behavior.  1. **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.  1. **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. | |
| **Job activities:** | |
| **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.  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. | |

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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** |
| To work to the Council’s values and behaviours:   * To keep the people of **Stockport** at the heart of what we do * To succeed as a **team**, collaborating with colleagues and partners * To drive things forward with **ambition**, creativity and confidence * To value and **respect** our colleagues, partners and customers | Essential |
| Experience as a residential support worker in a statutory private and voluntary agency with children and young people | Desirable |
| Ability to communicate effectively oral written & electronically, experience of report writing | Essential |
| Knowledge of relevant legislation and social policy issues & National Minimum Standards, Children Home regulations | Essential |
| Ability to work in partnership with service users, carers, colleagues and other agencies | Essential |
| Ability to work as part of a team | Essential |
| Ability to understand and manage difficult behaviour | Essential |
| NVQ3 in Care (Children) or equivalent professional qualification | Desirable |
| Good literacy and numeracy skills | Essential |
| A willingness to be flexible in a changing environment | Essential |
| Full driving and ability to drive | Essential |
| TO BE INCLUDED WHEN THE ROLE IS COVERED BY THE FLUENCY DUTY (SEE GUIDANCE ON ENGLISH LANGUAGE REQUIREMENT)  The ability to converse at ease with service users/customers and provide advice in accurate spoken English. | Essential |