

stability & success for young people



## Job Description

Residential Support Worker

---

## Residential Support Worker

### Duties and Responsibilities

- To work directly with the young people; both individually and within groups to ensure that all physical, emotional, psychological, educational, recreational and social needs are met.
- To communicate positively with the young people.
- To provide a safe, warm and supportive environment.
- To maintain the development of positive childcare practice in keeping with the aims and objectives of BudWood Limited.
- To foster and encourage appropriate contact between residents and their families.
- To promote and encourage learning by the young people.
- To develop a responsible attitude with residents with regard to the home's furnishings, equipment, supplies and services.
- Support residents in all domestic aspects of both their own personal space and communal areas of the home.
- To accompany the young people on outdoor activities when required.
- To carry out duties in line with BudWood's policies and equal opportunities
- To comply with the company's rules, policies and practices and to respond to emergencies which may arise within the establishment.
- To maintain a regular system of recording in connection with each young person, to be involved in the implementation of care plans and to assist in the provisions of reports when required.
- To undertake administrative duties as required e.g. log books, daily information sheets, telephone enquiries.
- To report all matters of concern to a senior member of the team.
- To report missing persons to the Police, responsible local authority and those with parental responsibility. This includes reporting missing persons returned.
- To provide and maintain high levels of cleanliness, ensuring that all communal areas of the establishment are clean and tidy.
- To carry out household duties, shopping, cleaning, cooking and generally ensuring the household and garden areas are maintained in a safe manner. As such, the position will involve some manual handling duties e.g. carrying shopping, loading and unloading washing machine.
- To accept responsibility for monies as may be required in the carrying out of necessary duties.
- To be aware of fire prevention regulations and be practised in fire drills.

- 
- To participate in the general activities of the establishment and to use any personal skills you may have to maximise opportunity for each resident. To make outside contacts both individually and through various activities developed within and outside the establishment.
  - To provide a positive working role model for other colleagues and the young people.
  - To demonstrate both sensitivity and appropriate assertiveness, whilst working in a pressured environment with groups of diverse residents and staff.
  - To carry out the duties of the post in a mature and responsible manner, seeking and receiving support as necessary.
  - To be available on an on-call basis to cover staff short falls and/or operational emergencies and to work in such other centres as may be required from time to time.
  - To physically intervene if a resident's behaviour is dangerous to others or themselves, in accordance with procedural guidance of the establishment and relevant legislation.
  - To undertake sleep-in duties as required and lone work.
  - To provide escort duties as and when required.
  - Any other duties as may be required and directed by senior staff.
  - To undertake training as required.

### **Applicant Requirements**

- Must be over 22 years old.
- Experience of working with children and young people.
- Be qualified to NVQ Level 3 Health & Social Care or equivalent or be willing to undertake the qualification.
- To have a passion and commitment towards working with young people.
- To be friendly and supportive, and to have the ability to empathise with a non-judgemental approach.
- To be flexible and able to cope with stressful situations.
- To work well as part of a team and be able to accept direction and guidance.
- To be sensitive to people of different backgrounds and be able to communicate well.
- To be able to manage challenging behaviour, helping to develop self-control techniques.
- To have the flexibility and willingness to work shift patterns which includes weekends and sleeping in duties.
- A Driving Licence is essential, and ideally applicants will have access to a vehicle.

Employment Status	The post of Residential Support Worker is permanent.
Hours	Shifts are 24hrs in duration, over 2 or 3 days per week, on a rota basis. Working weekends on a rota basis is essential.
Annual leave and public holidays	<p>Basic annual leave is 20 days per annum pro rata plus 8 statutory holidays</p> <p>You may be required to work bank holidays and Christmas and New Year holidays, enabling the young people in our care to be supported through, essentially, family orientated occasions.</p>
Probation	You will be subject to a 6 month probationary period.
Pension	We will observe our Pension obligations under auto enrolment.
Benefits	<p>We offer a full training package which includes training in 'developmental trauma' and therapeutic parenting.</p> <p>Staff work alongside our therapeutic team who provides on-going clinical support. Our therapists and psychologists are available to provide one to one support to young people, as well as providing staff with clinical supervision.</p>
Equal opportunities	In line with our Equal Opportunities, Anti-Oppressive and Anti-Discrimination policy contained within our Employee handbook every effort is made to ensure that individuals are treated fairly and equitably, and decisions on recruitment, selection, training, promotion and career development are based solely on objective and job related performance criteria