
SENIOR RESIDENTIAL SUPPORT WORKER JOB DESCRIPTION

December 2022

Strides Childcare Services – Northbrook House

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Job Description

Post: Senior Residential Support Worker

Accountable to: Registered Manager/Deputy Manager

Job Purpose:

1. To contribute to the provision of a secure, stable, supportive environment for young people which respects and promotes their health, culture, religion, race, identity and lifestyle.
2. To safeguard and promote the welfare of all children and young people
3. To assist in assessment of needs for each young person. To help design and implement support plans alongside social workers, staff, parents and significant others.
4. To follow policies and procedures and ensure a safe, secure and healthy environment at all times.
5. To undertake the duties and responsibilities listed and other such reasonable tasks designated by the unit manager.
6. To be accountable to the Unit Manager and be responsible for ensuring high standards of professional practice are maintained and fundamentally to ensure any child accommodated has his or her welfare safeguarded and promoted at all times.

DUTIES & RESONSIBILITIES

1. To participate and where necessary organise and run staff and resident meetings
2. To ensure all daily routines are followed
3. To assist in the effective management and administration of the home and to provide adequate management cover for the home in the absence of the Unit Manager.
4. To monitor staff performance and take appropriate action accordingly to address any deficits
5. To assist in any disciplinary procedures as appropriate
6. To ensure the children are involved in decisions affecting their care
7. To ensure that children have their rights to privacy and dignity maintained
8. To ensure the physical, educational, social, religious, cultural, health and emotional needs of the children are met in accordance with the requirements of the Children Act and the associated guidance
9. To produce reports, maintain records and ensure they are made available when required
10. To ensure adherence to all policies and procedures
11. To ensure staff receive adequate support and receive a full induction on the day-to-day function of the home and of their responsibilities.
12. To assist in the promotion of good professional relationships with all external agencies and within the local community.
13. To raise any concerns regarding an individual member of staff's progress or attitude with the Registered Manager (if serious) or at the member of staff's next supervision.
14. To ensure adequate precautions are taken against the risk of fire and to ensure the health and safety at work requirements are met.
15. To identify staff training needs and plan to meet these in conjunction with the Registered Manager.

16. To effectively identify and contribute to learning and development activities including meeting organisational targets for SVQ achievement. This may include SVQ assessment or other forms of support.
17. To ensure the home effectively operates an equal opportunity policy and anti-discriminatory practices
18. Ensure the premises is kept clean and in a good state of repair
19. As appropriate, to liaise and make referrals to external agencies responsible for child protection matters
20. To regularly assess the needs, attend reviews and formulate appropriate care plans
21. To ensure visits by other professionals and others are properly supervised
22. To assist in the formulation and/or revision of policies and procedures as necessary
23. To ensure that all children have a designated keyworker
24. To undertake other such duties which may be reasonably required

QUALIFICATIONS AND EXPERIENCE

Applicant must have a minimum of 2 years' experience in a human service setting and management experience will be an advantage.

Applicant must have at minimum Level 4 Diploma or successfully complete this within a specified period.

If interested, kindly share why you are the best fit for this job and attach your CV and cover letter to anne.kappan@stridesccs.co.uk