

Job Description

Job title: Residential Children's Care Worker

Hours: Full time / shift work / flexible working roles available

Great Minds Together are a not-for-profit community interest company that provides bespoke wraparound support services and intervention for children, young people, and families who have special educational needs and disabilities and/or social, emotional, and mental health needs at early intervention and outreach level as well as Tier 4 prevention level (Tier 3.5). Our ethos as an organisation is to provide better outcomes for children, young people, and their families. We are a Trauma Informed Organisation.

We are looking for individuals who have a passion for working with children, young people, and their families. You will have the resilience to continue to work with children & young people with either/or special educational needs, disabilities social/emotional, and mental health needs who may present with challenging behaviour as a result of previously unmet needs. You will strive to achieve good outcomes and support both the young person and their families with any concerns they may have, as well as having knowledge and experience in upskilling professionals and families/carers that support the young person, on how to best understand and meet their needs. We work alongside other professionals and agencies towards our shared vision to achieve a better quality of life for children, young people, and their families that fall between the gaps in our system. It is imperative that you have the skill set required in order to have balanced perspectives and the ability to appropriately manage difficult relationships.

Role

To build beneficial relationships with young people who have suffered significant trauma and support them with highly individualised care to achieve improved long-term outcomes.

Main Duties and Responsibilities

- To promote good childcare practice through the home and create a caring environment for the young people in accordance with Great Minds Together values
- To assist in devising and implementing individual care programmes in accordance with the philosophy of the home. This will require an awareness of the needs of young people including physical, emotional, spiritual, intellectual, social and cultural.
- To work with families of young people and all relevant external professionals including local authorities to ensure good communication and collaborative working
- To develop positive relationships with young people and interact in a way that promotes self-esteem and confidence and contributes to a positive child-friendly atmosphere in the home
- To support young people to accomplish their daily routines. This may include light household duties and preparation of light snacks
- To arrange and engage in purposeful activities with young people both on and off-site
- To undertake escort duties to medical appointments/ police station/Court etc. when required to do so
- To implement Missing from Home Protocol if required
- To contribute to and action all risk assessment/management strategies with regards to individual young people. This will include the use of de-escalation and prevention and management of violence and aggression (PMVA) and an ability to physically intervene in order to maintain the safety of young people and others where all other options have been exhausted
- To maintain regular observations of young people in adherence to home policies and procedure
- To undertake building security checks in strict adherence to home policies and procedures

- To be aware of and comply with Great Minds Together policy of Health and Safety at work which includes fire safety precautions
- To complete accurately and contemporaneously all relevant records and young people's files and logs in accordance with Statutory requirements and home policies
- To be familiar with managerial structure and maintain regular communication regarding the care of young people.
- To ensure that anti-discriminatory and anti-oppressive practices are maintained throughout Great Minds Together
- To be part of the staff team – to participate in training, attend staff meetings and assist with home functions including administration duties
- To take personal responsibility for one's own professional development and training
- To ensure the compliance of regulation frameworks the home falls within and have an understanding of OFSTED and CQC requirements

The above is not an exhaustive list of duties and you will be expected to perform different tasks as required.

Skills and Qualifications

- Level 3 Diploma for Residential Childcare (or equivalent qualification) or a willingness to work towards this.
- Experience in residential childcare care environments
- Ability to work unsociable hours

Experience

- A commitment to delivering high-quality care
- Have attention to detail ensuring correct information is recorded in all paperwork, keeping this up to date and organised for the manager's review
- Have resilience, motivation and determination
- An ability to adapt to challenging and changing situations

Expectations

To always work in line with the values of Great Minds Together, ensuring that the standard of support provided to families is the best it can be, that all staff operate in an understanding and non-judgemental way. To ensure that all documentation and correspondence produced by the staff at Great Minds Together is of the highest standard, and relationships with professionals are positive and balanced even where there may be need to professionally challenge.

Additional Duties

Due to the nature of the work of Great Minds Together, tasks and responsibilities are, in many circumstances, unpredictable and varied and may include weekend and evening working. All staff are, therefore, expected to work in a flexible way when the occasion arises, when tasks not specifically covered in their job description must be undertaken. These additional duties will normally be to cover unforeseen circumstances or changes in work, and they will normally be compatible with the regular type of work. If the additional responsibility or task becomes a regular or frequent part of the member of staff's job, it will be included in the job description in consultation with the member of staff.

Qualifications & Experience	Essential / Desirable	How assessed (Application, Interview, Task)
A good understanding of the English language in both a spoken and written capacity	E	A,I,T
Experience in supporting others, either in a professional or personal capacity.	E	A,I
Understanding of safeguarding and child protection.	E	A,I

Skills	Essential / Desirable	How assessed (Application, Interview, Task)
To use technology to a good standard. IT literate.	E	A,I
Good command of English both spoken and written.	E	A,I,T
Ability to show empathy and understanding	E	A,I,T
Ability to negotiate with a joint solution in mind	E	A,I,T
Can do attitude, solution focused	E	A,I,T
Listening skills	E	A,I,T
Good communication skills	E	A,I,T
Adaptable and flexible	E	A,I,T
Non-judgemental, person-centred approach	E	A,I,T
Desire to further own knowledge and skills	E	A,I,T
Open minded, ability to think outside the box	E	A,I,T
The ability to reflect on own practice, undertake training advice and constructive feedback	E	A,I,T