

Kent County Council

Job Description: *Night Children's Residential Worker*

Directorate:	Children, Young People and Education
Unit/Section:	Night Children's Short Break Unit
Grade:	KR7
Responsible to:	Senior Children's Residential Worker (Shift Leader)

Purpose of the Job:

Work as a member of a team providing a nurturing, stimulating and safe environment which will promote the emotional and physical well-being of Children with learning disabilities and/or Autism within appropriate boundaries.

Main duties and responsibilities:

- Have responsibility for the day to day care of the children accessing short breaks, under the direction of the Shift Leader in line with Directorate Policy and Children's Homes Regulations 2015 including the Quality Standards.
- Support children to express their wishes and needs about the service and ensure this is communicated to the team.
- Keep up to date with National and Directorate policies and procedures and ensure robust compliance in accordance with Ofsted regulations.
- Observe and record accurately the development and progress of children during their stay, completing daily records and logs.
- Report back to the Shift Leader all relevant information and observations and any safeguarding concerns during the shift.
- Work closely with individual children in line with their care plans & unit policies.
- Assist in the general operational duties of the unit which could include laundry, preparing meals and other domestic duties, as directed by the Shift Leader.
- Work in partnership with other team members to ensure the smooth running of the shift.
- Attend regularly and participate fully in Supervision, Team meetings and the appraisal process.
- Advise management of service deficiencies likely to affect the smooth running of the unit and the care of the children.
- Advise management of health and safety issues likely to affect the smooth running of the unit and the care of the children.

- Actively participate in ongoing training and apply learnt knowledge to support best practice within the unit.
- Participate in a shift rota system.
- Promote equality for all individuals which recognises and encourages anti-discriminatory behaviour, client rights, choices, personal beliefs and identity.
- Behave in a professional manner at all times, according to Kent Code of Practice.
- To actively work alongside the young people during periods of behaviour's that challenge whilst following the young person behaviour plan. Following appropriate behaviour support techniques.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Night Children's Residential Worker*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	Educated to GCSE level or equivalent in English and Maths. Diploma Level 3 in Childcare or equivalent.
EXPERIENCE	Experience with direct working and caring for disabled children.
SKILLS AND ABILITIES	Ability to relate theory and training to practice Ability to recognise the needs of a child as paramount Ability to work as part of a team Ability to use initiative Accuracy in report writing and effective communication skills Ability to plan and deliver a range of social, recreational activities, both community and centre based.
KNOWLEDGE	<u>Understanding of:</u> Children's Act 1989 & 2004 Children's Homes Regulations 2015 & Quality Standards Theoretical understanding of child development. Understanding of separation and loss. Comprehensive knowledge of children's legislation. Comprehensive knowledge of Health and Safety. Knowledge of the supervision process. Mental Capacity Act 2005
PERSONAL QUALITIES	Initiative, Flexibility, Patience, Self-awareness, Commitment, Empathy, Positive Outlook & Reliable.
KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> We are brave. We do the right thing, we accept and offer challenge We are curious to innovate and improve We are compassionate, understanding and respectful to all We are strong together by sharing knowledge We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p> <p>Flexible/agile - willing to take (calculated) risks</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Curious - constantly learning and evolving</p>