

Kent County Council

Job Description: *Children's Support Worker*

Directorate:	Children, Young People, and Education
Unit/Section:	Children's In House Services
Grade:	KSE
Responsible to:	Senior Support Worker

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 and young people within appropriate boundaries, in line with individualised support and behaviour plans.

Main duties and responsibilities:

- **Direct Care and Support:** Provide day-to-day care and support to children and young people accessing the children's home, under the direction of the Shift Leader or Senior Support Worker, in line with Directorate policies, the Children's Homes Regulations 2015 and the Quality Standards.
- **Child-Centred Practice and Voice:** Support children and young people to express their views, wishes and feelings, ensuring their voices are heard, their rights respected, and their individuality, identity, choices and personal beliefs are actively promoted.
- **Observations, Recording and Safeguarding:** Accurately observe, record and report on the development, progress and wellbeing of children and young people, completing daily records and logs, and promptly sharing relevant information and any safeguarding concerns with the Shift Leader or Senior Support Worker.
- **Care Planning and Positive Support:** Work closely with individual children and young people in line with their care, behaviour and support plans, applying positive support practices and unit policies to enhance quality of life, learning, achievement and outcomes.
- **Teamwork and Shift Delivery:** Work collaboratively with colleagues to ensure the smooth running of shifts, providing children and young people with safe, stimulating and meaningful experiences, and contributing positively to the wider team environment.
- **Compliance, Health & Safety and Professional Standards:** Maintain up-to-date knowledge of national and Directorate policies and procedures, adhere to Ofsted requirements, the Kent Code of Practice, and raise any health and safety concerns that may affect the running of the home or the care of children and young people.
- **Training, Development and Supervision:** Actively participate in supervision, team meetings, appraisals and ongoing training, applying learning to practice and meeting all reasonable expectations commensurate with the role.

- **Practical and Domestic Responsibilities:** Contribute to the day-to-day upkeep of the home, including domestic tasks such as meal preparation and laundry, and support practical tasks as directed by senior staff to ensure a safe, welcoming and well-run environment.

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: *Children's Support 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	<ul style="list-style-type: none"> • Educated to GCSE level or equivalent in English and Maths. • Level 4 Diploma in Childrens Residential Care or equivalent or be willing to work towards this.
EXPERIENCE	<ul style="list-style-type: none"> • Direct work with children and proven experience of working in a child focused way.
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Ability to relate theory to practice. • Ability to recognise the needs of a young person as paramount. • Work effectively as part of a team. • Accuracy in report writing and effective communication skills. • Ability to plan and deliver a range of social, recreational activities, both community and unit based. • Able to use to own initiative • Ability to be flexible and support service need on occasion • Personal resilience and positive mindset • Able to demonstrate patience, empathy and self-awareness. • Reliable. • Commitment.
KNOWLEDGE	Understanding of: <ul style="list-style-type: none"> • 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.
KENT VALUES AND CULTURAL ATTRIBUTES	Kent Values: <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> <ul style="list-style-type: none">Flexible/agile - willing to take (calculated) risks and want people that are flexible and agileCurious - constantly learning and evolvingCompassionate and Inclusive - compassionate, understanding and respectful to allWorking Together - building and delivering for the best interests of KentEmpowering - Our people take accountability for their decisions and actionsExternally Focused - Residents, families and communities at the heart of decision making
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