

Kent County Council

Job Description: *Children's Residential Worker*

Directorate:	Children, Young People and Education
Unit/Section:	Children Short Break Service
Grade:	KSE
Responsible to:	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 disabilities 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 views, wishes and feelings, ensuring their voices are heard.
- Keep up to date with National and Directorate policies and procedures, ensuring 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, observations and any safeguarding concerns raised during the shift.
- Work closely with individual children in line with their care plans & unit policies.
- Support and assist children and young people with their personal care needs.
- Assist in the general domestic duties within the unit which could include laundry, preparing meals and other tasks, as directed by the Shift Leader.
- Work in partnership with other team members to ensure the smooth running of the shift where children are provided with stimulating and meaningful experiences, including opportunities for learning and achievement.
- Attend regularly and participate fully in supervision, team meetings and the appraisal process.
- 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.

- Promote equality for all individuals which recognizes and encourages anti-discriminatory behavior, children's rights, choices, personal beliefs and identity.
- Adhere to the Kent Code of Practice at all times.

Footnote: This job description is provided to assist the job holder to know what his/her 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 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	<ul style="list-style-type: none"> • Educated to GCSE level or equivalent in English and Maths. • Level 3/4 Diploma in Residential Childcare or equivalent or willing to work towards this.
EXPERIENCE	Direct work with children with learning disabilities and proven experience.
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Ability to relate theory 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 unit based.
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.
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Initiative. • Flexibility. • Patience. • Self-awareness. • Commitment. • Empathy. • Positive Outlook • Reliable.
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

Our values enable us to build a culture that is:

Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile

Curious - constantly learning and evolving

Compassionate and Inclusive - compassionate, understanding and respectful to all

Working Together - building and delivering for the best interests of Kent

Empowering - Our people take accountability for their decisions and actions

Externally Focused - Residents, families and communities at the heart of decision making