

Kent County Council

Job Description: *Permanent Relief 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:

You will be required to work on an 'as and when required' basis, depending on the needs of the unit. 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 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.
- 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	<p>Educated to GCSE level or equivalent in English and Maths.</p> <p>Level 4 Diploma in Residential Childcare or equivalent or willing to work towards this.</p>
EXPERIENCE	<p>Direct work with children with learning disabilities and proven experience.</p>
SKILLS AND ABILITIES	<p>Ability to relate theory to practice</p> <p>Ability to recognise the needs of a child as paramount</p> <p>Ability to work as part of a team</p> <p>Ability to use initiative</p> <p>Accuracy in report writing and effective communication skills</p> <p>Ability to plan and deliver a range of social, recreational activities, both community and unit based.</p>
KNOWLEDGE	<p>Understanding of:</p> <p>Children's Act 1989 & 2004</p> <p>Children's Homes Regulations 2015 & Quality Standards</p> <p>Theoretical understanding of child development.</p> <p>Understanding of separation and loss.</p> <p>Comprehensive knowledge of children's legislation.</p> <p>Comprehensive knowledge of Health and Safety.</p> <p>Knowledge of the supervision process.</p>
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>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</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>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p>
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