

## Kent County Council

Job Description: *Children's Residential Worker*

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<b>Directorate:</b>	<b>Children, Young People and Education</b>
<b>Unit/Section:</b>	<b>Children Short Break Service</b>
<b>Grade:</b>	<b>KSE</b>
<b>Responsible to:</b>	<b>Shift Leader</b>

### **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 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 behaviour, 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*

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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.

	<b>CRITERIA</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"><li>• Educated to GCSE level or equivalent in English and Maths.</li><li>• Level 4 Diploma in Children's Residential Care or equivalent or be willing to work towards this.</li></ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"><li>• Direct work with children with learning disabilities and proven experience.</li></ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"><li>• Ability to relate theory to practice</li><li>• Ability to recognise the needs of a child as paramount</li><li>• Ability to work as part of a team</li><li>• Ability to use initiative</li><li>• Accuracy in report writing and effective communication skills</li><li>• Ability to plan and deliver a range of social, recreational activities, both community and unit based.</li></ul>
<b>KNOWLEDGE</b>	Understanding of: <ul style="list-style-type: none"><li>• Children's Act 1989 &amp; 2004</li><li>• Children's Homes Regulations 2015 &amp; Quality Standards</li><li>• Theoretical understanding of child development.</li><li>• Understanding of separation and loss.</li><li>• Comprehensive knowledge of children's legislation.</li><li>• Comprehensive knowledge of Health and Safety.</li><li>• Knowledge of the supervision process.</li></ul>
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"><li>• Initiative.</li><li>• Flexibility.</li><li>• Patience.</li><li>• Self-awareness.</li><li>• Commitment.</li><li>• Empathy.</li><li>• Positive Outlook</li><li>• Reliable.</li></ul>

<b>KENT VALUES AND CULTURAL ATTRIBUTES</b>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are <b>brave</b>. We do the right thing, we accept and offer challenge</li> <li>• We are <b>curious</b> to innovate and improve</li> <li>• We are <b>compassionate</b>, understanding and respectful to all</li> <li>• We are <b>strong together</b> by sharing knowledge</li> <li>• We are all <b>responsible</b> for the difference we make</li> </ul> <p>Our values enable us to build a culture that is:</p> <p><b>Flexible/agile</b> - willing to take (calculated) risks and want people that are flexible and agile</p> <p><b>Curious</b> - constantly learning and evolving</p> <p><b>Compassionate and Inclusive</b> - compassionate, understanding and respectful to all</p> <p><b>Working Together</b> - building and delivering for the best interests of Kent</p> <p><b>Empowering</b> - Our people take accountability for their decisions and actions</p> <p><b>Externally Focused</b> - Residents, families and communities at the heart of decision making</p>
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