

Directorate: Adult Social Care and Health

Unit/Section: The Nest

Grade: KR8

Responsible to: Registered Manager

Purpose of the Job:

To work as a member of a team in a specialised service providing a nurturing and safe environment for individuals aged 13 – 18 who are learning disabled and present complex and challenging behaviors. Individuals will be subject to a time limited assessment period which will inform their future care needs.

Main duties and responsibilities:

1. To meet the day to day care needs of the individuals in residence
2. To actively work with the individuals and thereby contribute to a comprehensive assessment of their care needs
3. To develop constructive support plans which would be transferrable to other services
4. To work with colleagues and professionals to find ways to effect change to complex or challenging behaviour in the individuals
5. To support individuals in a bespoke way in line with their support plans and work consistently so that the highest standards of positive behavioural support are delivered
6. To undertake specific training related to improving the outcomes for the individuals in residence
7. To manage a time limited assessment period with clear goals and objectives which are regularly reviewed
8. To participate in regular meetings and reviews to ensure information is shared and goals are reached within set timeframes
9. To work with families and professionals to ensure new strategies and plans are shared and taken forward
10. To encourage the individual residents to express their wishes and feelings in whatever communication method they use and to use this information to help shape the service

11. To promote and celebrate the diversity of the individuals and ensure anti-discriminatory practice is paramount
12. To complete daily accurate recording as outlined in the service procedures
13. To ensure compliance with both the Directorate and the Service's policies and procedures as well as OFSTED regulations
14. To behave in a professional manner at all times in line with Kent Code of Practice
15. To ensure all core training is undertaken in line with the Service requirements
16. To participate fully in the supervision and appraisal process
17. To have an overview of the whole service and building in such a way as to assist the Manager in its smooth running and also to identify any short falls or need for improvements

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.

Kent County Council

Person Specification: *Senior 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	Direct work and caring for disabled individuals with proven experience Experience of working in a residential or group setting
SKILLS AND ABILITIES	Ability to relate theory to practice Ability to recognise the needs of an individual 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 Experience of positively supporting individuals with behaviours that challenge Experience of positive behavioural support or positive programming
KNOWLEDGE	Understanding of: Children Act 1989 Children Act 2004 Care Act 2014 Children and Families Act 2014 Children's Homes Regulations 2015 & Quality Standards Theoretical knowledge of Child Development Knowledge of Health & Safety Requirements
BEHAVIOURS AND KENT VALUES	Kent Values: Open Invite Contribution and Challenge Accountable