

Recruitment pack: Residential Childcare Worker





About Steps for Tomorrow

Orchard House is part of the Steps for Tomorrow model, a distinctive approach to residential childcare built on safety, stability and strong therapeutic relationships.

Our homes are designed to feel calm, welcoming and genuinely homely. The aim is to create environments where children feel safe, valued and able to relax, while also benefiting from the structure and consistency needed to grow and develop. Staff work alongside children in everyday life – supporting routines, celebrating achievements and helping them navigate challenges with patience, care and understanding.

Orchard House will provide a nurturing home for two children. It will be a fun, structured and supportive environment where children are encouraged to build confidence, develop trusting relationships and take positive steps forward in education, wellbeing, independence and relationships.

Our Model of Care

Steps for Tomorrow is a trauma-informed, relationship-based model of care. It recognises that many children who come into care have experienced disruption, loss or trauma, and focuses on creating safe, stable homes where children can rebuild trust and develop confidence for the future.

Children are supported through steady, meaningful steps towards safety, healing and positive futures. This includes:

- building strong, trusting relationships with consistent adults
- responding to behaviour through a trauma-informed and reflective approach
- working closely with families, schools and professionals
- supporting children's emotional wellbeing, identity and voice
- maintaining high expectations for development, wellbeing and achievement

Steps for Tomorrow provides a consistent framework across homes, ensuring children experience nurturing, structured and child-centred environments where they can feel safe, valued and hopeful about the future.

Our Values

Kindness

Dignity

Compassion

Integrity

Empowerment

Collaboration



Residential Childcare Worker

Join Our New Children's Home, Be Part of the Beginning

Steps for Tomorrow - Opening August 2026

Salary Range: RCW is £29,113-30,565 plus sleep ins,

Location: Wakefield

Closing Date: 22nd May 2026

Interview date: TBC

This is more than a job. This is a chance to be part of something from the very start.

At Steps for Tomorrow, we are opening a new children's home and we are looking for Residential Support Workers to join us on that journey. We believe children don't move through services, they move through life. Our role is to make that journey safer, stronger and full of possibility.

Why this is different:

We are not asking you to walk into an already established home and "pick things up." We are inviting you to help build the culture, the relationships and the environment from day one.

- Start date: July 2026
- Children move in: August 2026

You will be part of a full month of induction and development before the home opens giving you the time, space, and support to truly prepare.

This means:

- Time to build a strong, connected team
- Time to understand our approach, values, and expectations
- Time to feel confident before welcoming children into their home

We invest in our people because we know that great care starts with confident, supported staff.





Why Join Steps for Tomorrow?

Because this is a place where:

- You are supported to develop and progress
- Leadership is visible, present, and invested in you
- Training and development are prioritised from day one
- You are part of a wider vision not just one home

As we continue to grow, there will be opportunities to develop your career across our services.

About you

You will be at the heart of our home building relationships, supporting children day to day, and helping them feel safe, valued, and understood.

You will:

- Support children with their routines, education, and emotional wellbeing
- Build positive, trusting relationships
- Contribute to a warm, stable, and caring environment
- Be part of a team that reflects, learns, and grows together

Who we are looking for?

We are looking for people who:

- Genuinely care about children and their experiences
- Understand that behaviour is communication
- Can bring calm, consistency, and compassion
- Are willing to learn, reflect, and grow
- Want to be part of a team that supports each other

Experience is important but your values, attitude, and commitment matter just as much.

Be part of the start

There is something special about being there at the beginning. About helping shape a home. About knowing you helped create a place where children feel safe. If that matters to you, we would love to hear from you.





Job Description

Residential Childcare Worker

Service:	Children & Young People's Residential
Responsible to:	Registered Manager for Service.
Accountable to:	Senior Manager, Head of Services

JOB PURPOSE

Under the general direction of the Registered Manager and Senior staff, to work as part of the team to deliver a high standard of care which meets the individual needs of the children both socially and emotionally. To foster positive relationships with staff, children and their significant adults and families, and to safely meet the physical care and management needs of children who may sometimes present behaviour that reflects their difficult feelings.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We promote diversity and are committed to a workforce that reflects the population of West Yorkshire.

KEY RESPONSIBILITIES

- Contribute to providing a safe, supportive & stimulating environment in which children can develop & mature.
 - Build positive, trusting relationships with children and support them by recognising and responding to their individual interests and preferences, introducing them to a range of experiences and enabling them to make informed choices wherever possible.
 - Provide day-to-day care in line with each child's individual needs, including supporting routines, attending appointments and meeting health and wellbeing needs.
 - Plan and organise daily activities and participate in holidays, celebrations and recreational activities with children.
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- Work directly with children in accordance with agreed care plans, programmes and strategies, including supporting emotional regulation and the development of resilience.
 - Support positive behaviour using a calm, consistent and nurturing approach in line with training and agreed behaviour support strategies.
 - Support children to gain the maximum benefit from their education and assist them during transitions to new settings or stages of their lives.
 - Consult and engage meaningfully with children and their families.
 - Maintain the home to a high standard by carrying out domestic duties including cleaning, cooking, laundry and general household tasks.
 - Work with Senior Child Care Workers to prepare, review and update care plans and risk assessments, maintain accurate records and complete administrative tasks.
 - Attend and actively participate in meetings, contributing information and raising relevant issues with managers and colleagues.
 - Communicate effectively with colleagues, children, families and external professionals to support the best outcomes for children.
 - Support the planning of shifts and work cooperatively with colleagues to ensure the home operates efficiently and effectively.
 - Contribute to the preparation of reports for statutory reviews and other professional meetings.
 - Participate in training and professional development to maintain high standards of care and practice.
 - Promote and safeguard the welfare of children and young people by following safeguarding policies and procedures and reporting any concerns in accordance with organisational and statutory guidance.
 - Comply with all organisational policies, procedures and staff guidance, including responsibilities under Health and Safety policies and procedures.
 - Actively promote equality, diversity and inclusion and work in an anti-oppressive manner
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GENERAL RESPONSIBILITIES

Additional Duties

Due to the nature of the work, tasks and responsibilities may vary from time to time. Staff may therefore be required to work flexibly and undertake duties that are not specifically detailed in this job description, where these are appropriate to the role. Where additional responsibilities become a regular part of the role, the job description will be reviewed in consultation with the post holder.

Confidentiality

Employees will have access to confidential information relating to children, families, colleagues and organisational matters. All such information must be treated as confidential and handled in accordance with the organisation's Confidentiality Policy and relevant data protection legislation.

Values and Practice Principles

The post holder is expected to work in accordance with the organisation's values and respect in all interactions with children, families, colleagues and partners, and maintaining appropriate professional standards at all times.

Safeguarding

The organisation is committed to safeguarding and promoting the welfare of children and adults. All staff must understand and follow safeguarding policies and procedures and act in accordance with statutory guidance and best practice.

Qualifications and Pre-Employment Checks

Appointment to this role is subject to satisfactory references and an Enhanced DBS check.



Person Specification

Residential Childcare Worker

Training & Qualifications	Essential	Desirable
Level 3 Diploma for Residential Childcare (England) or earlier equivalent (NVQ)		√
Willingness to attain Level 3 Diploma in Residential Childcare (England)	√	
Educated to GCSE standard or equivalent	√	
Hold current driving licence		√

Skills	Essential	Desirable
An ability to assess, evaluate & respond to the individual needs of children & their families		√
An ability to work therapeutically & creatively in a constantly changing environment	√	
An ability to work with staff at all levels, working as part of a team & liaising with other professionals	√	
The ability to be flexible & to work on a shift basis, including weekends & bank holidays & undertaking sleeping in duties	√	
Be able to compile records & reports electronically	√	

Experience	Essential	Desirable
At least 1 years in a residential setting or working & caring for children.		√
Flexible working in terms of changing hours of work; shifts; areas of work.	√	
Professional record keeping.	√	

Person Specification

Residential Childcare Worker

Knowledge	Essential	Desirable
Knowledge of Childrens Homes (England) regulation 2015 Act & other related legislation		√
Knowledge of challenges & difficulties experienced by children who are Looked After.	√	
Understanding of child development & the impact of trauma on development, physical & emotional wellbeing.		√
Knowledge of therapeutic approaches to caring & nurturing children & adults who have experienced difficult & traumatic events.		√

Attitude & Other Related Characteristics	Essential	Desirable
Commitment to continuous improvement participating in training & development opportunities designed to equip you to deliver the best possible level of care to our children & which includes individual & group supervision.	√	
Able to understand & respond to Catholic Care's Equal Opportunities Policy.	√	
To carry out your role having regard to your responsibilities as an employee in relation to Catholic Care's Health & Safety Policies.	√	
Be physically fit & well enough to carry out this role.	√	



How to Apply:

Job Description & Person Specification

Please be aware of the criteria in the Job Description and Person Specification when completing the application form, and note any specific information that might be required for the post. We strongly recommend you look at Catholic Care's website and social media before starting the application form to grow your awareness of the Charity.

Complete the Application Form

Our application form is an interactive PDF document that allows users to enter text in form fields without the need for PDF-editing software. You can download the application form from the jobs section of our website and then submit the form through the website or via email:

alexandra.smith@catholic-care.org.uk

Requirements

You will require an existing right to work in the UK for us to progress your application. At the present time Catholic Care does not offer sponsorship to applicants from outside the UK.

You will be asked to provide: proof of your identity; a declaration about any unspent criminal convictions; a statement of any specific access, support, or health needs you have.

If the post you are applying for requires letters of reference, we will not approach referees until you have been provisionally offered employment.

Any Questions?

If you have any questions about completing the application form or the recruitment process, please contact:

alexandra.smith@catholic-care.org.uk



Catholic Care

Caritas Leeds

**‘Empowering the Yorkshire Community.
Delivering lasting impact where it
matters most.’**

