

Job Description

Job Title	Residential Childcare Worker
Reporting to:	Registered Manager

Job Purpose:

To be part of a dedicated and trauma-informed team, and to work directly with young people with a range of needs connected to their individual life experiences and childhood adversity.

To make a difference to outcomes for young people.

To work in a positive, respectful and empowering way with all young people in order to promote good relationships and encourage achievements.

To work as part of a team to meet the social, emotional and mental health needs of young people

To participate in and encourage the participation of the young people in the tasks of the home in order to develop the self-care skills.

To write review reports, risk assessment and contribute to care plans.

To liaise with parents and partner agencies to ensure that the best interests of the young people are respected and promoted at all times.

Key Responsibilities:

- To provide a caring, supportive and nurturing environment in which children/young people can feel secure and free from harm.
- Establishing positive relationships with young people and always offering them unconditional and positive regard.
- Helping young people gain self-control by understanding and addressing challenging behaviour and supporting them to make more positive choices
- Ensuring that each young person's care plan is followed and amended as appropriate to reflect their changing needs
- To act as a key worker for a young person to ensure that the young person's care plans are up to date and that all their needs are being met. To provide a positive role model to be able to offer advice, guidance and assistance where appropriate.
- Establishing relationships which young people perceive to be positive, warm and rewarding
- Providing advice, assistance and support on a 1:1 basis to enable young people to address past and present difficulties
- Providing emotional support at times of difficulty or stress
- Being ambitious for young people, helping them achieve their goals and optimise their potential
- Providing support for young people in their hobbies and activities,
- Keeping accurate records and providing written reports on young people for planning meetings, reviews or any other meetings as directed by the line manager

- Empowering young people and facilitating their active involvement in the decision making about their lives and future
- Acting as an advocate at meetings where the young person is the subject of discussion
- Encouraging the young person to develop links with the community, attend off-site activities and expand their personal social network

ADDITIONAL DUTIES

It is the nature of the work of Catholic Care that tasks and responsibilities are, in many circumstances, unpredictable and varied. Each staff member is, therefore, expected to work in a flexible way when the occasion arises, when tasks not specifically covered in their job description have to be undertaken. Such additional duties would normally be to cover unforeseen circumstances or changes in work and would normally be compatible with the regular type of work. If the additional responsibility or task becomes a regular or frequent part of the member of staff's job, it will be included in the job description in consultation with the member of staff.

CONFIDENTIALTY

It is expected that all Catholic Care employees will understand that our work is confidential and they are likely to encounter personal information about employees and service users, and also corporate and financial information. It is a requirement that all Catholic Care employees and volunteers, in the course of their work, treat such personal data confidentially and comply with Catholic Care's Confidentiality Policy. A failure to comply with this may result in disciplinary action. This obligation will continue indefinitely, even after termination of employment. All approaches by the media and other third parties must be referred to the CEO.

VALUES AND PRACTICE PRINCIPLES

The person who holds this position is expected to be familiar with and have regard to the Values of Catholic Care and work within that framework. He or she must be prepared to operate within the ethos of the Charity and ensure that people of all denominations and faiths have their spiritual needs respected.

QUALIFICATIONS AND EXPERIENCE

The person appointed to this position will satisfy the criteria identified in the Person Specification.

SAFEGUARDING

Catholic Care acknowledges the responsibility to safeguard and promote the welfare of children and adults at risk regardless of gender, ethnicity, disability, sexuality or beliefs. We are committed to ensuring safeguarding practice reflects statutory responsibility, government guidance and complies with best practice. It is therefore the duty of all employees, trustees and volunteers to adhere to this policy commitment.

All posts will be offered subject to satisfactory references and DBS Enhanced Disclosure being obtained.