**Job Description – Residential Care Worker**

**About Rise Above Care**

We are an exciting new business of which was established in 2020 and we feel that it is going to be such an exciting opportunity to come on board with Rise above Care.

We are a company to grow and develop within, we offer full training, and pride ourselves upon internal progression and promotions, with all our new staff being automatically enrolled onto their Level 3 Diploma after 6 months working for Rise Above Care. We understand that training is so important, and we will always invest in you if you’re willing to want to learn.

You will be part of a dedicated team of staff, who are child-centered in their approach and values-led in their practice. You will work closely with external professionals, including social workers, teachers, and healthcare professionals, to build a comprehensive program of care for our children and ensure that they are happy, safe, and stimulated.

**Job Information**

* **Working Hours:** 155-165 hours per month. Depending on the home, you will be working a rolling shift pattern and will be required to sleep in.
* **Ability to Drive:** Desirable

**Reports To**

* Senior Residential Care Worker, Deputy Manager, Home Manager

**Rise Above Care Culture**

We appreciate each of our team member’s experience and skills are all very different and that’s what makes us all so unique which we love at Rise Above Care.

Being our unique self will help show our young people that we support that we are all so different and have lived many different experiences which makes us who we are today.

We also believe it is important that our team members share the same values as the Company.

Our Ethos

Hearts and minds matter

At Rise Above Care, hearts, and minds matter to us.

Within our homes we use the model of PACE to support our children and young people to build safe, trusting, and meaningful relationships, make emotional connections, and a sense of security.

Rise Above Care have a strong belief of ***connecting*** with our young people before we ***correct***, we believe that children and young people respond best and can reach their full potential when they are looked after in an environment in which people are genuinely interested in their welfare, take time to get to know them and their needs and ensure that those needs are met.

We ensure that love and care is implemented into our homes so that each young person feels welcomed, comfortable and safe within their environment.

Rise Above Care understand the importance of working in partnership and work with specialist therapy providers to deliver specific personalised therapeutic work, to meet our young people’s individual needs.

**Be You**

We’re looking for someone who’s got the right attitude and is looking for a career that really makes a difference. The impact you’ll have on the young people you work with will be life-changing so making sure you feel well taken care of and confident about your future here is really important to us. We will provide training and development opportunities that allow you to flourish in your role, realising your own ambitions whilst at the same time inspiring our young people to be equally ambitious.

**Key Elements of the Role**

* To play a role in the establishment, maintenance and development of the environment and climate of the home, this providing young people with a calm and relaxed group living experience conduction to emotional security and person happiness and growth
* To be fully conversant with Rise above care model of care and policies and procedures
* To be activity involved in the planning and participating in the homes recreational and social programmes and engage young people
* To respect and maintain the confidential nature of the work
* Ensure safeguarding of all young people underpins every decision made.
* To form effective positive relationships with young people, their families (if appropriate) and external agencies.
* To meet the emotional and physical needs of our young people and maximize opportunities for their development.
* To contribute to the young person’s care plans and risk assessments, their review and implementation.
* To establish good relationships with young people based on confidence, trust, understanding and mutual respect, setting a good example to all staff.
* To encourage young people to maintain socially acceptable standards of behaviour
* To take share responsibility for the safe supervision of young people by exercising adequate control.
* To ensure that young people’s views and wishes are always listened to and acted upon where appropriate.
* To maintain good professional practice in the home in accordance with National Standards.
* To create a caring and positive environment for each young person with particular regard to their safety, health and education.
* To ensure that good quality records are maintained as required with supervision and advice from shift leaders and Managers.
* To ensure the home is kept clean and in a tidy condition, adhere to the cleaning Rota system, encouraging the young people to participate as appropriate.
* To cook and ensure that the young people are supplied with nutritious meals; record all meals prepared on menu planners and consider their dietary and cultural needs.
* To dispense, record and administer medication as required.
* To undertake a ‘key worker’ role with young people as required.
* To inform colleagues of relevant developments and communications i.e., during handover.
* To ensure high quality supervision of young people, ensuring their individual safety and well-being is closely monitored.
* To support the Manager in the preparation, implementation, review and updating of Placement Plans and risk assessments and monitoring progression.
* To identify problems and service deficiencies by the continuous review of young people’s needs and make recommendations for improvement.
* To ensure that equality and diversity is followed and encouraged.
* To attend and participate in staff meetings as appropriate
* To attend all training
* To perform sleep in duties where required
* *Have fun! At rise above care we always want the young people to have fun and we always want our staff to make sure that they are having fun with the young people; we pride ourselves in making this happen!*



***SAFEGUARDING***

 *This post is subject to an Enhanced Disclosure check. Rise Above Care is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of the selection process, we will undertake checks to ensure that you do not pose a risk of harm to children and young people. The post-holder will be expected to contribute to safeguarding children and young people and promoting their welfare of children in accordance with the agreed Child Protection Policy for the setting. Any issues or concerns are reported to their Designated Safeguarding Lead or any Deputy Safeguarding Lead. In the Children’s homes, where the Designated Safeguarding Lead or the deputy Designated Safeguarding Lead is not available, then it would be reported to the senior on duty or director of Rise Above Care.*

***REVIEW***

*This job description will be reviewed at least once per year and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the establishment in relation to the post holder's professional responsibilities, duties, and grading.*

***ACKNOWLEDGEMENT***

 *Employee Signature............................................... (Print Name) .................................................... Date ................................................*

*PERSON SPECIFICATION*

***Residential Care Worker.***

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|  | ESSENTIAL | **DESIRABLE** | **METHOD OF ASSESSMENT** |
| **EDUCATION AND QUALIFICATION** | Good numeracy and literacy skillsTraining in relevant area, i.e., Behaviour support management, safeguarding.  | Level 3 Diploma in Children and young people Good numeracy and literacy skills that are or equivalent to English/Math’s GCSE A – C.  | Application form.CertificatesInterview. |
| **EXPERIENCE** | A minimum of one years’ experience in working with children and young people with Autism, EBD, Learning Difficulties and Complex Needs.Working constructively within a team.Experience of working with differentiated communication systems. | Experience of working with children, young people, and their families. | Application form.Interview. |
| **KNOWLEDGE** | Child Protection issues and procedures.An understanding of the developmental needs (physical, emotional, intellectual, social, and educational) of children young people. Ability to diverse and monitor care planning systems. | Quality standards and Children’s home regulations 2015. | Applicable FormInterview.Screening. |
| **KEY SKILLS** | Ability to motivate self to meet time and performance goals.Ability to self-evaluate own learning needs.Ability to build/maintain positive relationships. Ability to plan, set goals, establish, and implement plans of action.Good interpersonal skills – relate well to others (young people and staff at all levels).Awareness of impact of decisions/actions on others.Ability to work within a team.Good Communication skills – oral and written.Ability to work with individuals who display challenging forms of behaviour.Ability to be creative and use own initiative.Stamina and resilience.Good health record, no serious health problems likely to impair or impact on job performance, i.e., one that cannot be accommodated by reasonable adjustment.  |  | Application FormInterviewReferences |
| **WORKING ARRANGAMENTS AND AVILABILITY**  | * Due to pressure of the job, good health is required.
* Sense of Humour
* Ability to cope with flexible working hours
* To be available for sleep in duties where required
 | Driving licence and ability to drive with young passengers | Application FormInterview References |
| **PERSONAL ATTRIBUTES** | Calm.AssertiveResilient.Patient.Approachable.Conscientious.Self-confident.Reliable and responsible.Physically fit and able to undertake the full remit of the role.Empathetic.Creative.Energetic |  | Application FormInterviewReferences |

