

JOB DESCRIPTION

Post Title	Residential Support Worker
Reports to	Home Manager
Hours	32.5 working hours per shift rotation (2 on 4 off) and 16 sleeping hours
Pay	£29,654 including sleep allowance of £45 per sleep
Purpose of role:	
<p>To provide high quality therapeutic care to young people following Step by Step Homes Statement of Purpose</p> <p>To understand and adhere to Step by Step Homes policies and procedures, and work within the relevant legislation (Children's Home Regulations 2015, Quality Standards 2015 and Towards a Stable Life, Brighter Future 2002) and deliver these to young people within the home. To understand and apply safeguarding and whistleblowing practices and processes.</p> <p style="text-align: center;">To champion our core values</p> <p>Professionalism – We will demonstrate the expected standards of behaviour and attitude in a work environment</p> <p>Excellence – We are dedicated to creating a culture where exceptional performance is the standard</p> <p>Integrity – We will uphold ethical standards and being honest in all professional interactions</p> <p>Commitment & attitude – We will take a situation and turned it around to our own and others benefit.</p> <p>Respect– We will treat colleagues, young people, and professionals with courtesy and consideration</p>	
Main Duties and Responsibilities	

- Read young person online care plans amending or updating where significant behaviours are reported a minimum of monthly on the homes systems
- Care for and nurture young people using the PACE model
- Represent the company in professionals and other service meeting
- Complete all due H&S tasks within the home on the homes systems
- Develop your skills, knowledge, working practice and professional boundaries as set by the home manager through supervision
- Demonstrate our core values at all times and work with equality, diversity, and inclusion in mind
- Work as a team and as directed by the senior shift leader to ensure that all working hours are productive and benefit each young person
- Carry out duties assigned to you which may involve cleaning, driving, cooking and general homemaking. Take care of the home and grounds to provide a sustainable environmentally friendly example for the young people
- Actively contribute to a therapeutic homely environment, considering the young person's wishes and preferences.
- Act as a role model with a 'can do' attitude
To develop skills, knowledge, and experience in accordance with a personal development plan agreed with line manager.

Individual accountability is required in relation to using and reporting petty cash and other allowances

Regulatory and Administrative Role:

- Ensure all regulatory standards are followed and records stored centrally on our operating systems.
- Attend internal training, team meetings and external professionals' meetings as invited, non-attendance is not accepted
- Use the whistle blowing policy to ensure that poor practice, negligence, and dishonesty is raised appropriately as trained
- Adhere to and comply with the Data Protection Act 1998 and the Equality and Diversity Act as trained.
- Be accountable for the homes petty cash and other allowances recording. Ensure financial systems, processes and policies are followed.
- Ensure all regulatory training is completed and refreshed when invited by email

Other Requirements:

- Support another home if required which may be other than your rota shift
- Carry out other reasonable duties as requested by your line manager.

This job description is not intended to be a complete list of duties and responsibilities but indicates some of the main areas attached to the post of Residential Support Worker. It may be amended in consultation with the post holder, to take account of changing trends in social care regulation, legislation and how our LA partners operate.