

POST TITLE: Residential Support Worker

POST LOCATION: Somerset
Dorset
&
Devon

RESPONSIBLE TO: Registered Manager

SALARY: £17,510 - £21,085 (dependant on experience and qualifications)

HOURS PER WEEK: An average of 42 hours per week excluding sleep in's

OVERALL PURPOSE OF POST:

To provide and promote a consistent familial based approach to caring by taking shared parental responsibility for all our young people within and away from the care home environment. To become actively involved in the daily lives of our young people and all related activities, to include:

- Education
- Sports & recreational activities
- Holidays
- Household management
- Social & cultural activities
- Life Skills

MAIN DUTIES AND RESPONSIBILITIES TO INCLUDE:

1. To build and maintain positive working relationships with young people who can exhibit challenging behaviours.
2. To communicate clearly with young people and colleagues.
3. To create opportunities for young people to learn and develop.
4. To be part of an enthusiastic and dedicated team.
5. To attend regular team and planning meetings.
6. To occasionally undertake 'on-call' requirements.
7. To keep accurate paperwork records.
8. To attend training days in order to achieve NVQ Level 3 Children & Young People and other necessary core training.
9. To maintain the highest standards throughout the home.
10. To undertake any other duties as necessary to support the needs of the Young People.

JOB SPECIFICATIONS

Essential

- Full manual driving licence
- Effective communication skills
- Sense of humour
- Flexible working approach
- Ability to work both independently and as part of a team
- Good understanding of the principles of care when working with children and young people
- Ability to follow procedures set out within legislative guidelines and organisational policies
- Ability to work autonomously
- 22 years of age or over

Desirable (but not essential)

- NVQ Level 3 Children and Young People
- Previous care work experience
- Ambitious
- Non-Smoker
- Experience of building relationships with young people
- Ability to interact with external parties from all levels of the community
- Ability to empathise
- Good planning skills

HOURS OF WORKING:

A working week of 42 hours, averaged over each month with scope for some flexibility.

The sessions are 24 hours with a sleep in. The rota pattern is repeated on a three weekly basis.

PROBATION PERIOD:

All successful applicants will be required to serve a probationary period of 6 months. During this time there will be review of progress and performance during supervision.

ANNUAL LEAVE:

Annual leave for this post is 13 shifts in the first, second and third years and 15 shifts in the fourth and following years.

TERMINATION OF EMPLOYMENT:

The period of notice you or the organisation will be required to give in writing is as follows:

During your probationary period – 1 week

After satisfactory completion of probationary period – 1 month

The company reserves the right to waive the notice period in the event of gross misconduct, where instant dismissal would apply.

We operate a non-smoking and equal opportunities policy