



JOB DESCRIPTION

RESIDENTIAL CHILD CARE WORKER

Main Purpose of Job

To actively promote the rights of young people as individuals and provide them with quality care in accordance with IDEM Living policies and procedures. To assist in the provision of a safe and homely environment both individually and as part of a team to help young people achieve their potential by strengthening areas of weakness and developing areas of strength. This will entail the ability to work within IDEM Living's Equal Opportunities and Quality Assurance framework and may include undertaking delegated responsibilities for designated tasks. The ability to maintain confidentiality of client information is also important.

Main Duties and Responsibilities

Physical/Emotional/Social Needs of Young People

- Assist in the development of new techniques and approaches to YP provisions
- Encourage development of individual interests and attitudes
- To promote, safeguard and protect the welfare of each young person
- Establish and maintain positive and trusting relationships with the young people that will promote their sense of security
- Provide firm, consistent and fair boundaries in respect of their behaviour and employ appropriate and agreed sanctions
- Ensure that appropriate medical help is provided in cases of illness and accidents
- Promote the development of a healthy lifestyle for Young People
- Assist Young People in the development and sustaining of positive social networks with adults and other peer groups
- To organise and participate in group activities and group holidays
- To assist in the provision/preparation of meals in the home
- Encourage Young People to develop their full educational and vocational attainment
- To engage in and supervise day to day care practices, creating an accepting environment conducive to the positive personal development of each Young Person
- To undertake in planning for and preparation of Young People for admission or discharge, to and from residential care. This may include professional negotiations to ensure that the Young Person transfers to an environment stable for that individual and one where he/she can cope or be assisted to cope.

- Promoting and safeguarding the welfare of YP and to stay regularly updated in relation to any changes within safeguarding legislation and policy

Team Membership

- To assist client need and ensure that all Young People have care plans and to develop, implement and review packages of care
- To **attend** and contribute to staff meetings; this involves participation and collaboration with other team members in the provision of care to enable the development of the home.
- To work closely and in co-operation with carers, social work staff, specialists and other professional agencies in accordance with the role and function of the home.
- To develop and maintain appropriate professional relationships with families and other agencies.
- Attend reviews and other forums where YPs needs are being considered
- To support less experienced staff from time to time as part of their programme of induction to the work and operation of the unit in conjunction with IDEM Living policies and procedures
- Undertake sleep in duties as appropriate
- Make positive use of supervision by senior staff
- Participate in the staff appraisal scheme
- To show a willingness to undertake appropriate training as part of overall professional development.
- All staff are expected to undertake training to Diploma level L3. To be completed within the timescale of 2 years from commence date with IDEL Living.

Administrative

- Undertaking any administrative tasks linked to the care of the YP e.g. keeping appropriate record, making reports as required by the home and regulatory bodies.
- Compile reports, including Review, Progress and Incident reports
- Adhere to appropriate guidelines and procedures

The above list is indicative and not exhaustive. The Residential Support Worker is expected to carry out all such additional duties as are reasonably commensurate with the role.

I accept this job description as a definition of the key responsibilities and duties of the post of Residential Support Worker.

I appreciate that the above list is not indicative and exhaustive and that additional duties as reasonable commensurate with the role may be required of me.

Signed:-

Date:-