

## Senior Residential Childcare Worker

At Prime Nurture Services we are committed to achieving the best possible outcomes for our children. This is our primary aim; to create a warm, nurturing environment that supports the safety, growth and development of the children in our care.

Our caregiving is influenced by the PACE model underpinned by Dyadic Developmental Psychotherapy. Our relationships with children are informed by an attachment and trauma-informed approach, as we believe these approaches best explain human growth and development and our response to adverse circumstances. Our staff are trained in attachment and trauma informed approaches. These approaches influence our understanding of our children's behaviours and support our engagement with them from initial assessment through to review and evaluation of intervention.

Our commissioned therapeutic partnership with Enabling Hope supports the development of our children and staff teams through direct works and consultations.

### **Purpose**

The Senior Residential Childcare Worker (SRCW) is responsible for ensuring that the physical, intellectual, emotional, psychological and social needs of our children are met consistently to a high standard. The SRCW will comply fully with all statutory and regulatory guidance in conjunction with Prime Nurture Services' policies, procedures and practices. Under the direction of the management team the RCW will deliver therapeutic caregiving.

The SRCW will work on a shift pattern including days, evenings, waking nights (when/if required), weekends, bank holidays, sleeping-in duties and, subject to risk assessment, lone working.

### **Accountability**

Senior Residential Childcare Workers are directly accountable to the Deputy and Registered Manager.

## Principal duties and responsibilities

### Care for Children

- Demonstrably improve the lives of children and young people in our care.
- Model relationship-based caregiving in all interactions with children and young people.
- Establish caring, secure relationships with children that allow them to feel safe, develop trust in adults and confidence in themselves.
- Implement Prime Nurture Services' admission protocols to ensure that children feel welcomed and fully informed about what is to be expected of them and what they can expect from us.
- Work closely with children and young people both individually and when required, as a group, to ascertain their wishes and feelings about all aspects of their welfare; record and act upon this in their interest.
- Work closely with children and young people both individually and when required, as a group, to fulfil all the tasks outlined in their care plans in line with agreed timescales.
- Ensure the timely completion of all records, assessments and reports in line with Prime Nurture Services' policies, procedures, and practices.
- Engage children and young people in the role of key worker as assigned by the Deputy and Registered Manager.
- Undertaking direct work with young people and acting as an appropriate role model.
- Meet consistently the health needs of children and young people by ensuring that they are registered with the appropriate health (physical and mental health) services and GP. Ensure that the children are supported and enabled to access health services in line with their needs and plans.
- Meet consistently children and young people's education and training needs ensuring that their needs are assessed and reviewed in a timely way and children are within provisions that best meet their needs.
- Engage children and young people in a range of developmentally appropriate activities in which they can build competence, confidence in themselves and trust in adults.
- Model and promote respect for the caregiving environment, taking a lead in the practical tasks required to look after a home, e.g., cooking, cleaning, gardening etc.
- Ensure that all children and young people have access to advocacy and children's rights services.
- Attend all meetings as required to support children and young people and/or advocate for them to ensure that their voice is heard and best outcomes achieved.
- Ensure the physical security of the home.

### Leadership

- Implement Prime Nurture Services' policies, procedures and practice regarding safeguarding and child protection.

- Deliver the Prime Nurture Services' approach to childcare.
- Engage in probation, induction, supervision, staff meetings, learning and development and appraisal.
- Model professional conduct in all aspects of the role.
- Work in partnership with social workers, education, police, health, probation, and all other professionals in line with children's needs and interests.

## **To Manage A Care Team**

- Ensuring that each carer is aware of each child's care plan and their responsibilities for its implementation.
- Provide supervisory control and direction in relation to carer duties and responsibilities.
- Take responsibility for planning shifts and ensuring their smooth running when on duty.
- Provide consultation and informal advice and support to carer's in relation to day to day matters.
- Offer 1:1 supervision to carer's in line with Quality Standards & Regulations.
- Contribute to team meetings to facilitate good communication and carer development.
- Ensure carer's work within the home's policies, procedures and Quality Standards & Regulation.
- Chairing children's meetings and facilitating consultation with young people generally.
- Acting as an appropriate adult at PACE interviews.

## **Regulations Requirements**

- Providing managerial control and direction in relation to carer duties and responsibilities.
- Assist with the recruitment and retention of carers including induction training for new carers into the home.
- Supervision of new starters during their probationary period.
- Develop a management style which balances the need to exercise control and give direction with the need to offer carers the opportunity to make appropriate decisions.
- Identifying and progressing individual training and development needs of carers in the context of their personal development plans.
- Undertaking annual appraisal of carers.
- Addressing issues in relation to conduct and competence of carers.
- Undertaking management investigations when required.
- Assist the Registered Manager in promoting personal and professional development through the appropriate delegation of duties and responsibilities.

## General Responsibilities

- To assist the Registered Manager and/or the Deputy Manager in the implementation of all aspects of the Statement of Purpose.
- To run in-house workshops on childcare related matters to facilitate implementation of formal training and improve childcare practice.
- To drive company vehicles – subject to policies and procedures.
- To work on a rota basis according to the needs of young people.
- To ensure that resources are allocated appropriately, and financial records are accurately maintained under the direction of the Registered Manager and/or the Deputy Manager.
- To receive supervision in line with Quality Standards & Regulations and to take responsibility for personal development and progress of individual training needs.
- To carry out all other reasonable tasks as directed by the Registered Manager and/or the Deputy Manager.
- To deputise in the absence of the Registered Manager and/or Deputy Manager.
- To develop systems which ensure the effective allocation of resources through:
  - Ensuring adequate carer levels that meet the needs of the Home.
  - Ensuring that budgets are managed effectively, and the use of finances is properly monitored including petty cash returns, weekly attendance records.
  - Ensuring that company vehicles are clean and regularly maintained.
  - Monitoring closely the fabric of the building (including fixtures, amenities, and grounds) and taking remedial action where necessary.
- To promote the efficient and effective operation of the Home through:
  - Developing in consultation with young people and carer's routines in relation to all aspects of childcare.
  - Clarifying expectations in relation to maintaining the Home in a clean and orderly condition.
  - Creating rota's which fit best with children's needs, and which allow proper handovers between shifts.
  - Ensuring that there are appropriate and adequate reporting and recording systems in place to comply with Quality Standards & Regulations.
  - Attending to all administration issues in relation to the Home and the provision of weekly management information reports for Central Services.

## Health & Safety

- Implement the Health & Safety policies and ensure that all staff comply with all Health & Safety requirements.
- Undertake risk assessments as appropriate.
- Ensure that all incidents/accidents are recorded and reported according to procedures.
- Ensure that fire drills and tests are completed in accordance with procedure, recording the necessary data and identifying relevant learning to inform ongoing practice.

## **Other duties**

- Undertake other duties as directed by the Deputy or Registered Manager commensurate with the post.

## Person Specification

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Must hold or be working towards CYPW Level 4 or an equivalent</li> </ul>	
Work Experience	<ul style="list-style-type: none"> <li>• Childcare setting (2 years minimum)</li> <li>• Working within Child Protection procedures</li> </ul>	
Specialist Knowledge	<ul style="list-style-type: none"> <li>• Safeguarding children procedures</li> <li>• Understand impact of trauma on Child</li> <li>• Direct work (listening) skills</li> </ul>	<ul style="list-style-type: none"> <li>• Therapeutic parenting</li> <li>• Understand the complexity of development group living</li> <li>• Counselling</li> <li>• Understanding the impact of trauma on Child Development</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Handling conflict effectively</li> <li>• Managing stress in self and others</li> <li>• Good written and verbal communication</li> <li>• IT literacy</li> <li>• Autonomous working within clear boundaries</li> <li>• Seeking and following guidance</li> </ul>	
Personal Attributes	<ul style="list-style-type: none"> <li>• Committed to achieving best outcomes</li> <li>• Demonstrated commitment to ongoing distance as the needs of the personal development children and the service requires</li> <li>• Adaptive and solution focussed</li> <li>• Commitment to respectful, positive parenting in a diverse community</li> </ul>	<ul style="list-style-type: none"> <li>• Able and willing to provide cover for children at other homes within reasonable</li> </ul>
Special Working Conditions	<ul style="list-style-type: none"> <li>• Able to work required shift patterns as prescribed by Prime Nurture Services rota pattern – including waking night and sleeping-in</li> </ul>	