

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 Residential Childcare Worker (RCW) is responsible for ensuring that the physical, intellectual, emotional, psychological, and social needs of our children are met consistently to a high standard. The RCW 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 RSCW will work on a shift pattern including days, evenings, weekends, bank holidays, sleeping-in duties and subject to risk assessment – lone working.

Accountability

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.

Health & Safety

- Implement the Health & Safety policies.
- Undertake risk assessments as appropriate.
- Ensure that all incidents/accidents are recorded and reported according to procedures.
- Undertake fire drills and tests in accordance with procedure and record the necessary data.

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"> • Must be willing and able to achieve or hold the NVQ Level 4 Diploma for Residential Childcare or an equivalent 	<ul style="list-style-type: none"> • Graduate in social work, social care, health, nursing, teaching
Work Experience	<ul style="list-style-type: none"> • Childcare setting (1 years minimum) • Working within Child Protection procedures 	<ul style="list-style-type: none"> • Residential childcare experience
Specialist Knowledge	<ul style="list-style-type: none"> • Safeguarding children procedures • Understand impact of trauma on child development • Direct work skills 	<ul style="list-style-type: none"> • Therapeutic parenting • Understand the complexity of group living
Skills	<ul style="list-style-type: none"> • Handling conflict effectively • Managing stress in self and others • Good written and verbal communication • IT literacy 	
Personal Attributes	<ul style="list-style-type: none"> • Committed to achieving best outcomes for children • Demonstrated commitment to ongoing personal development • Adaptive and solution focussed • Commitment to respectful, positive parenting in a diverse community • Able and willing to provide cover at other homes within reasonable distance as the needs of the children and the service requires 	
Special Working Conditions	<ul style="list-style-type: none"> • Able to work required shift pattern – including sleeping-in 	