

# Job Description



Job Title: **Residential Care Worker**

Responsible to: Area Manager via Care Manager

Location: One of locations arranged by Bryn Melyn Care Ltd

## 1. Job Purpose

To play a full and effective role as a member of the staff team, providing high-quality assessment and residential care for young people.

## Key Outputs

1. To provide assessment and care to the appropriate standards - physical, behavioural and emotional;
2. To utilise effectively the physical and financial resources of the Home;
3. To contribute to the development and effective delivery of Child Care practice within Bryn Melyn Care Ltd;
4. To assist the Care Manager in operating systems and processes within the Home which reflect Bryn Melyn Care Ltd' aims, objectives and philosophies as laid down in the relevant manuals.

## Key Activities

### Professional child care practice

1. To contribution to the normal development of the young people through the provision of a healthy lifestyle, a variety of stimulating activities and a consistent and caring adult model;
2. To be alert to signs of distress or abuse, and to ensure that the young people are monitored and protected following safeguarding procedures;
3. To be sensitive to the needs of individual young people, taking account of race, culture, language, and religion;

4. To talk and listen to the young people, observing their behaviour and recording significant features;
5. To contribute to care planning, participating in reviews and other meetings as required, and to assist in the implementation of care plans;
6. To work as intensively as appropriate with individual young people depending on their needs and the wishes of the Local Authority responsible;
7. To provide additional support and comfort to young people under stress;
8. To control young people who need bounds set to their behaviour;
9. To provide for the young people's physical needs as necessary, for example by cooking, washing, ironing, shopping, budgeting, or by enabling the purchase of household items;
10. To ensure that every young person is treated fairly and as an individual entitled to respect and dignity.

#### **Relations with colleagues**

11. To act as a member of the staff team, supporting colleagues and being prepared to receive support as necessary;
12. To participate in staff meetings as required;
13. To act flexibly, within reasonable bounds, in order to ensure the necessary cover for the residential home;
14. To inform colleagues of recent developments, for example during hand-over;

#### **Household responsibilities**

15. To share in the practical activities necessary to maintain a home;
16. To set high standards in home-making;
17. To care for the fabric, equipment and grounds;
18. To be accountable for monies allocated for specific purposes.

#### **Personal**

19. To keep abreast of good practice in order to develop skills, knowledge and experience in accordance with the personal development contract;

20. To make regular use of supervision;
21. To be open to systematic personal review and improvement, including the development of an understanding of the dynamics of intensive therapeutic work;
22. To report to line management, or other appropriate person, malpractices or evidence which may suggest it.

These responsibilities should be taken as an overall guide and are not meant to be all-inclusive.

April 2009

## Person Specification and Assessment Framework

Residential Care Worker

Criteria for Selection	Essential or Desirable	Method of Assessment	Therapeutic Core Values
<b>Knowledge Skills and Aptitudes</b>			
Basic computer skills	E	Test	
Domestic housekeeping skills	E	Interview	Cv2
Good written and verbal communication skills	E	Application, Group Exercise, Interview, Test	Cv7
Awareness of the principles of Equal Opportunities and Anti-discriminatory practice	D	Group exercise, Interview, Test	Cv3
Transferable life and interest skills	D	Application, Interview	
Understanding of child development and the impact of abuse	D	Application, Interview, Test	Cv1,4
Understanding of Teamwork	D	Interview, Test	Cv5,6,7,10
Understanding of the role of the residential worker in working in a multi disciplinary care team	E	Interview, Test	Cv6,7,9
Understanding of Confidentiality	E	Interview, Test	Cv8,9,10
Basic understanding of the principle of childcare legislation	E	Group Exercise, Interview, Test	

<b>Personal Qualities and Information</b>			
Commitment	E	Interview	
Energetic, enthusiastic and motivated	E	Group exercise, Interview	
Assertive and confident	E	Group exercise, Interview, Test	
Good interpersonal/ social skills	E	Group exercise, Interview, Test	
No disqualifying convictions	E	Application	
Full health declaration	E	Application	
Responsible and mature outlook	E	Group exercise, Interview, Test	Cv7
Empathetic	E	Group exercise, Interview, Test	Cv3,8
Good sense of humour	E	Group exercise, Interview	
Non judgemental	E	Group exercise, Interview, Test	Cv3, 4,5,7
Appropriate responses to anger and anxiety	E	Group exercise, Interview, Test	Cv4,5,6,8,9
Relate honestly to young people	E	Interview, Test	Cv4,5,6
Good role model to young people	E	Application, Group Exercise, Test	Cv3,5
Punctual and reliable	E	Group Exercise, Interview	
Ability to maintain boundaries	E	Interview, Test	Cv2
Integrity	E	Interview	Cv6
Committed to self development and learning	E	Application, Interview	Cv6,8,9,10
Innovative and creative	D	Interview, Test	
Able to use own initiative	E	Interview, Test	
<b>Education, Training &amp; Qualifications</b>			
Minimum GCSE English & Maths or equivalent	E	Application	
Full education history	E	Application	
Full employment history	E	Application	
NVQ 3 Caring for Children and Young People or Level 3 Children and Young People's Workforce Diploma	D	Application	

<b>Experience</b>			
Experience of working with young people	D	Application, Interview	
<b>Special Requirements</b>			
Over 21	E	Application	
Full Driving Licence	E	Application	
Flexible (Travel/ Shift work)	E	Interview	
Able to work alone without direction.	D	Interview, Test	Cv7,8,10