



Full-time Children's Residential Support Worker Job Description and Person Specification

Job Title	Female Children's Residential Support Worker
Location	Brockley, London SE4
Service	The Medusa Project Children's Home
Responsible to	Team Leaders, Deputy Manager, Registered Manager, Responsible Individual and Directors

Terms and Conditions

Hours	40 per week + 1 to 2 sleep-ins per week.
Salary	£28,808 + Sleep-in allowance
Holidays	28 days
Employment Status	Permenet
Probationary Period	6 Months
Disclosure	This position requires an enhanced DBS check.

Benefits

- Pension
- Sick Pay
- Company Events
- Well-being program
- DBT Supervision
- Reflective Practice
- External Clinical Supervision

Service Description

Founded in 2006, The Medusa Project is a 24-hour therapeutic project for young women (gender inclusive) with complex emotional needs and challenging behaviours. We are in the process of

transitioning from a semi-independence into a children and young people's home, with the support of Ofsted and need an experienced Registered Manager to manage our project.

We created a secure base to integrate young women from in-patient hospital settings and high dependency units. Our practice is underpinned by clear consistent boundaries, transparency and respect, which empowers our young women in a non-judgmental way.

Our fully trained staff team and therapeutic intervention, create an environment where the individual needs of young people are met to enhance their development, health and wellbeing, with the aim of them gaining the necessary skills to lead successful and productive lives. The Medusa Project is committed to the protection, welfare, growth and development of all the young people placed in our care.

Job Purpose

- Be an appropriate role model to children and young people in the home and help meet their practical needs by providing support, advice, and assistance. To help children and young people with their mental health and address their problems, concerns, and previous trauma and work with them to achieve health, well-being, and education outcomes, enabling them to reach their full potential. To support children and young people to prepare for future independence and self-sufficiency.

General Duties

- Work with children and young people in the home, supporting them with their individual needs as outlined in their placement plan.
- Ensure children and young people are treated with dignity and respect.
- Help children and young people participate in the routines of the home and encourage them to take part in the activities and support on offer.
- Promote education and support children and young people to attend education and help them with their homework and attend meetings where necessary. Where children and young people are out of education, support them with educational activities and work toward education outcomes.
- Promote well-being in the home by ensuring the environment is free from bullying, prejudice and a fair place to live.
- Help children and young people deal with conflict and trauma by supporting any therapeutic plans that are in place for them.
- Work co-operatively and pro-actively as part of a team supporting colleagues and the manager.

Specific Duties

- Provide advice and support to children and young people in the home in line with their placement plans, organisational policies, and the good practice requirements of the home.
- Act as a key worker to children and young people offering support to their individual needs and advocating for them at reviews and care planning meetings.
- Be a point of contact for children and young people with their social workers, education and health staff, and family.
- Ensure children and young people in the home are safe and protected from harm.
- Establish a nurturing relationship with children and young people to help them deal with their past and present difficulties.
- Help children and young people build positive relationships by ensuring the home environment is free from bullying and prejudice and a safe and fair place to live.
- Help children and young people resolve conflicts and manage their behaviour safely and acceptably, and that unacceptable behaviour is challenged and addressed.
- Support children and young people to participate in their local community, participating in activities and helping them make and achieve plans for their future.
- Help children and young people provide feedback to the home and ensure their voice is heard in their care and support.
- Put any therapeutic or other plans into action to support the child alongside their placement plan.
- Support children and young people to reduce any behaviours which put them at risk of harm, such as missing from care or criminal exploitation.
- Ensure the home's records are completed to a high standard before the end of each shift and provide written reports for care managers, looked after reviews and care planning meetings.
- Take part in the home's routines such as cooking, cleaning, maintaining the environment, and supporting children and young people to do the same.
- Attend shifts as required by the staff rota and take part in the on-call rota and the sleep-in rota.
- Undertake training as the organisation requires and take responsibility for continuing professional development.
- Attend and contribute to regular supervision meetings and complete actions from the annual appraisal.
- Work and contribute pro-actively to the team and report any concerns about unacceptable staff conduct or standards to your line manager.
- Adhere to all health and safety and workplace policies.

Person Specification

Qualifications and Education

- Minimum Level 3 Health and Social Care with Children or Practitioner Level 4 Children, young people and families or a willingness to work towards it and to complete it within 2 years

Experience

- A minimum of 1 years experience working with children and young people with EBD and Mental Health Challenges
- Working with challenging children and young people
- Ability to work within a multi-disciplinary team
- Effective record-keeping skills and maintaining the confidentiality

Knowledge and Understanding

- The Children and young people's Homes (England) Regulations 2015 and Quality Standards for Children and young people's Homes, Children and young people Act 1989, Working Together to Safeguard Children and young people 2023, Data Protection Act 2018, and Health and Safety at Work etc. Act 1974.

Skill and Abilities

- Able to drive company vehicles
- Able to deal with challenging behaviour
- Able to support children and young people with complex needs
- Able to be assertive and confident with children and young people
- Effective oral and written communication skills
- Awareness of confidentiality and data protection
- Awareness of child protection and safeguarding
- Awareness of substance misuse and child exploitation
- Ability to work in a team

Equality and Diversity

- Promote equality and diversity by interpreting equality, diversity, and rights according to legislation and policies.
- Develop a culture of non-discrimination that supports individuals' rights and eliminates patterns of discrimination.

* This role is for females only. This is a genuine occupational requirement, in accordance with the Equality Act 2010.