

# Job description

## Job title

Bank Residential Social Care Worker (RSCW)

## Hours

Various

## Contract

Bank

## Role profile and grade

PCS10 – Grade 1, Point 1

## Salary

£13.45 per hour

## Additional Payments

Sleep in payment of £107.60 per sleep

Time and a quarter paid for weekend hours worked (£16.81ph).

## Location

Various Children's Residential Services across Greater Manchester

## Reports to

Registered Manager or delegated deputy

## Type of DBS required

Enhanced, Child & Adult Workforce & checked through both the Child & Adult Barred Lists (we will apply for this on your behalf)

## Job purpose

To work as part of a residential care team providing support for individuals with their physical, health, emotional and social needs with an emphasis on promoting independence, whilst preparing, assisting and enabling them to fulfil the aims of their person-centred care plan. Safeguarding children and vulnerable people is a priority for all workers.

## Nature of the post

The post holder will work as a bank staff member and be available to work across any of our residential services in Stockport, Bolton, Salford and Manchester. The post offers flexibility to pick up shifts that suit the holder's schedule.

The individuals in the care of the Together Trust will have a variety of complex needs for which they will be varying levels of support. In order to provide the required support, the post holder will be able to choose from a variety of shifts across the services that may include weekends, evenings, nights and providing support on the young people's annual holidays. Some administrative duties will be required completing daily logs and updating the young people's files. In undertaking activities with the young people and on behalf of the home the post holder can expect to use the Trust's vehicle(s) based at the home.

It is an expectation that the post holder will successfully complete the Trust's induction and foundation programme and relevant qualification within the required timescales set by the Trust. The post holder will be expected to meet the requirements as set out in National Occupational Standards. This requires being proactive in relevant training and working as a team, as well as supporting the young people as appropriate to meet their needs whilst encouraging independence.

However, the nature of the work of the Trust is varied and, in many instances, unpredictable. All staff are therefore expected to work in a flexible way and tasks that have not been covered in the job description have to be undertaken. The work of the RSCW is guided by senior staff and management team.

At all times, the post holder is expected to conduct themselves professionally, to work within the current legislative framework and adhere to the Trust's Policies and Procedures.

### Key responsibilities

- Provide a caring, safe, secure and accepting environment that meets the physical, health, social needs and rights of the young people. This will include effective team working to achieve high quality standards of care that are set and agreed by the Registered Manager on behalf of the Trust. This work will aim to respect and promote the needs of each young person arising from their racial, cultural and religious background.
- Maximise educational opportunities and achievements for the young people looked after within the home by assisting in identifying, establishing and supporting educational provision and contributing to educational reviews.
- Undertake direct work that is designed to meet the young person's needs as identified within the care plan, enabling them to reach full their potential. Supporting the young person's significant relationships will be a part of this task.
- Develop and maintain a good level of awareness of child protection issues, assessing and recording risk. This will include referring child protection issues to the Registered Manager and incorporating consistent boundary setting into everyday practice in order to ensure effectiveness in the prevention and appropriate management of challenging behaviour.
- Maintain accurate and up to date records of the work undertaken with the young people. This will be in consultation with the line manager and be undertaken to a standard commensurate with the professional aims of the service.
- Undertake a range of domestic duties, including cooking and some cleaning, to a good standard, to ensure compliance with health and safety policies and the guidelines for young people and staff.
- Take responsibility for the promotion of safeguarding and the welfare of children and young persons for who they are responsible for.

## Other responsibilities

- Actively engage with the Together Trust's vision, mission and values.
- Commit to promoting equality, diversity and inclusion.

## Additional information

- The work at the Trust for those working directly with the young people can on occasion be physically demanding and workers must be able to undertake in full the requirements of the job and requisite training.
- For the safety of staff and the young people, training will be provided to assist workers to carry out their role, specifically the Movement & Management of Loads and People, Emergency First Aid and PROACT SCIPr UK training (this provides staff with the skills to carry out the sometimes necessary safe holds in a non-threatening way). Workers will be required to fully participate in all training.
- Having a disabling condition does not preclude you from working for the Together Trust. However you should make the Together Trust aware of any adaptations required to enable you to undertake the work.
- We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all its staff and volunteers to share that commitment.
- The Together Trust is committed to equality and diversity, but is under represented in the workforce by men, men and women from ethnic groups and people with disabilities. The Together Trust therefore welcomes applicants regardless of their racial, ethnic or national origin, religion or beliefs, disability sexuality, age or responsibilities for dependents.

## Person specification

You will need to demonstrate the extent that you have the necessary requirements for this role. Please use examples in your application how you match the criteria in the person specification and your experience of the responsibilities outlined for the role.

	Essential	Desirable
Education, qualifications and training	<p>Good standard of written and oral English.</p>	<p>DipSW, CQSW, CSS or equivalent A1 Assessor's award.</p> <p>QCF (NVQ Level 3) in Health &amp; Social Care (CCYP) or equivalent or willingness to achieve award within timescales set by the Trust.</p>
Experience and skills	<p>Working in a residential setting, undertaking the full range of duties in a well planned way that respects &amp; values the young people as individuals.</p> <p>Flexibility to respond to the needs of the home and young people.</p> <p>Good communication and interpersonal skills.</p> <p>Ability to write reports.</p> <p>Good organizational and time management skills.</p> <p>Ability to work on own initiative and as part of a team, taking the lead when required, maintaining &amp; encouraging open and honest communication.</p>	<p>Working with or within statutory, voluntary agencies or other settings.</p> <p>Working with young people looked after and awareness of their rights and needs.</p> <p>Ability to assist with risk assessments in residential and community settings.</p> <p>Ability and resilience to work with challenging behaviour in a caring and consistent manner, including the maintenance of appropriate boundaries for behaviour.</p>

<b>Knowledge and understanding</b>	Working with young people & an understanding of the issues affecting them.	The Children Act 2004.  Working Together to Safeguard Children 2006.  National Care Standards.  Child Development.
<b>Other</b>	Commitment to continuing professional development.  An enthusiastic, reliable and outgoing person with a level of maturity, skills and interests which can be utilised to engage the young people.	A current clean driving licence and access to a vehicle.

Applications are welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status or socio-economic background. We are committed to making reasonable adjustments for disabled people. We positively encourage applications from those with lived experience.

