

Senior Residential Care Officer – Grade 8

Job purpose

Kirklees Children and Young People Residential Service currently has five Children's homes based in the Huddersfield and Dewsbury areas, 2 of which provide a service to Children with a Disability. The homes provide accommodation to young people with complex needs between the ages of seven and seventeen on admission. Accommodation of a young person is as a result of a comprehensive assessment of need, where it has been identified that a young person cannot safely remain within their own home or extended family environment.

The homes operate 24 hours a day 7 days including bank holidays. Senior residential Care Officers will work a rota shift pattern of early shifts, late shifts and night shifts so you will need to be flexible about hours of work although you will be provided with a rota in advance. You would also be expected to accompany young people on holidays and support them to attend activities and local community events.

This is an active, physically and emotionally challenging role.

We aim to provide a high-quality service to safeguard children & young people, with specialist provision targeted at those assessed as being in greatest need. This includes improving outcomes for vulnerable individuals and groups of children & young people through specialist provision. You will need to develop relationships with young people which support their social and emotional development.

Each young person has an identified package of care; it will be your role to ensure that you support the implementation of the plan on a day to day basis and to ensure that young people are actively involved in developing their care plan. You will be expected to work in a multidisciplinary manner, working closely with a range of professionals, to support young people's emotional, social, and physical needs.

Day to day care provided varies greatly and very much depends on individual care plans, it may include aiding with personal care needs (within our disabled children's homes), and support in daily living, for example, domestic chores, food preparation, and budgeting.

You will need to maintain case files and undertake routine administrative duties including daily recording and handling petty cash.

It is important that you are approachable and accessible to young people, and act as a positive role model to provide advice, guidance and support as necessary. You will provide care and support within set guidelines including behaviour management strategies that establish routines and boundaries.

You will be part of a staff group that is supported by the management team. When you start in post you will receive a comprehensive induction, regular formal supervision and mandatory training including Safeguarding (Child Protection), Movement and Handling, First Aid, Team Teach, and Food Hygiene.

You will be expected to carry out your duties in line with the Council's policies, procedures, and relevant legislation. As Senior Residential Care Officer you will be expected to understand Ofsted requirements in order to assist the management team to maintain and improve standards, to contribute to the Council's overall performance targets.

You will be required to attend regular team meetings to help contribute to the smooth running of the home.

The Children's Home Regulations require that you possess a Level 3 Diploma (NVQ Level 3) for Residential Childcare or an equivalent qualification. (Caring for Children & Young People)

As Senior Residential Care Officer you will have in-depth knowledge of the Children's Home Regulations including the Quality Standards. You will also be expected to have knowledge of the various resources available within Kirklees to support improved outcomes for young people.

You will act as a shift leader / lead duty officer in the absence of a manager.

All activities and services within the home are underpinned by equality. This is also actively promoted to young people and is something which will be expected of you.

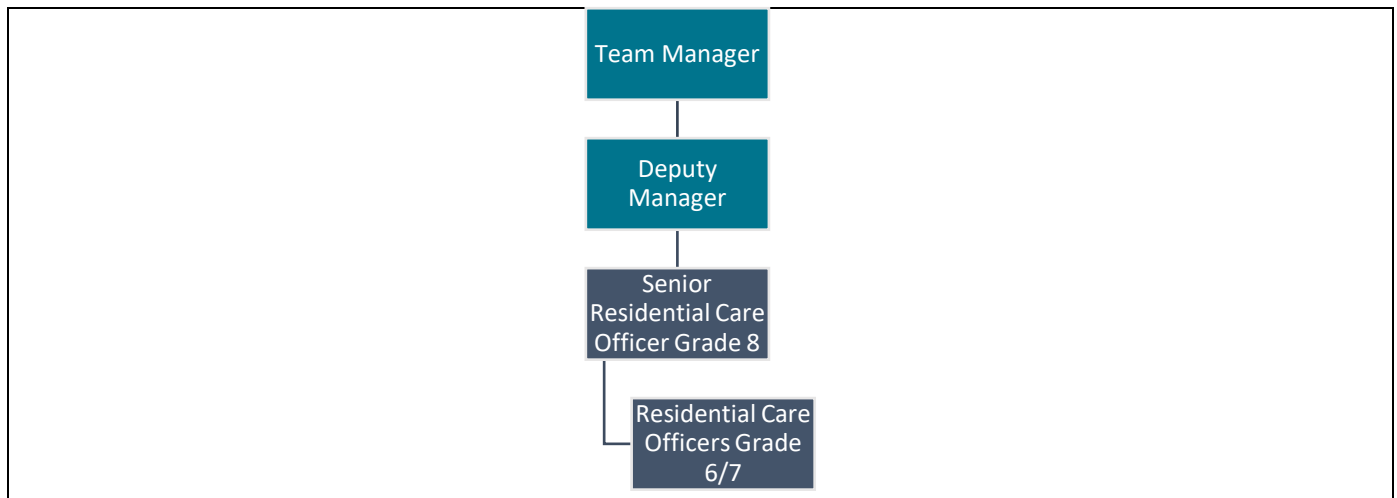
You will be required to undertake an Enhanced Disclosure and Barring Check and a pre-employment health assessment.

This role is based within Children and Families – Resources, Improvement and Partnerships. Find out more about [working for Kirklees](#).

Key areas of responsibility

- Young people living in Kirklees residential homes receive appropriate care and support.
- Young people are supported in developing life skills.
- Young people feel valued and their needs are met.
- Services are provided in line with policy and Children's Homes Regulations and Quality Standards.
- Young people are consulted and actively involved in decision making.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Possession of Level 3 Diploma for Residential Childcare or an equivalent qualification.	Essential
Extensive experience of working in a residential childcare setting or equivalent.	Essential
Able to develop and maintain effective relationships with Children, Young people and Families using assertive engagement and restorative approaches to help motivate and encourage behaviour change.	Essential
Able to identify risk, and demonstrate knowledge and understanding of child development, multiple complex needs of Children, Young people and Families and the impact this has on achieving positive outcomes.	Essential
Knowledge of relevant legislation and ability to apply this into practice.	Essential
Able to advocate and support the voice of the child.	Essential
Good literacy skills with an ability to record, monitor and analyse information to inform and support practice and improved outcomes for children	Essential
Able to work effectively on own and as part of a team, developing multi-agency relationships and networks to ensure appropriate services and support is provided in a timely manner.	Essential
Ability to lead and motivate a team, taking responsibility for day to day decision making and role modelling good practice.	Essential
Willingness to undertake an Enhanced DBS and barred list check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential
Willing to undertake medical screening and any other screening appropriate to occupational risk.	Essential

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

Able to work unsocial hours and

This job requires an Enhanced DBS with Barred List (Child Workforce)

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Office Use Only:

Job Category	Residential Care	Grading ID	60750
Job ID	80101113	Last Updated	June 2020
Job Focus	No	Career Progression	No

Contractual Variants

DBS Category	Children	DBS Type	Enhanced Barred List
Health Check	Yes	Politically Restricted	No
24/7 working	Yes	Public Holidays	Yes
Night Working	No	Alternating Pattern	Yes
Standby	No	Other	No
Checked by HR	07/08/20 (CT)		