



**Job Title: RESIDENTIAL SUPPORT WORKER**

**Responsible To: REGISTERED MANAGER**

### *Summary of Key Responsibilities*

- ❖ to be responsible to the Registered Manager of the home as a member of the staff team for the direct day-to-day care of the young people and other supportive tasks and duties.

### *Professional childcare practice*

To assist the Registered Manager in:

- ❖ contributing to the normal development of the young people through the provision of a healthy lifestyle, providing a variety of appropriate stimulating activities and demonstrating through this behaviour a consistent and caring adult role model.
- ❖ being alert to signs of distress or abuse, and ensuring that the young people are monitored and protected.
- ❖ being sensitive to the needs of individual young people, taking account of race, culture, language, religion.
- ❖ talking and listening to young people, observing their behaviour, and recording significant observations and events.
- ❖ contributing to care planning, participating in reviews and other meetings as required, and assisting in the implementation of care plans.
- ❖ providing additional support and guidance to young people under stress.
- ❖ providing appropriate boundaries for young people who need assistance in enabling them to control their behaviour. It will at times be necessary for a staff member to physically hold a child to ensure either the child's safety, the safety of others or to prevent serious damage to property. There is obviously potential for personal injury whilst taking part in such an incident.
- ❖ providing for the young persons physical needs as necessary, for example, by cooking, washing, ironing, shopping, bathing, budgeting, or by enabling young people to carry out such tasks for themselves.
- ❖ undertaking the role of a linkworker/co-worker as required with specified young people.

### ***Relations with colleagues***

To assist the Registered Manager in:

- ❖ acting as a member of the staff team, supporting colleagues and being prepared to receive support as necessary.
- ❖ participating in staff meetings as required.
- ❖ acting flexibly, within reasonable bounds, in order to ensure the necessary cover for their resource and for all the young people looked after by Clifford House.
- ❖ informing colleagues of relevant developments, for example during handover.
- ❖ fully assisting in the keeping of the required resource records and logs.

### ***Household responsibilities***

To assist the Registered Manager in:

- ❖ sharing in the practical activities necessary to maintain the resource.
- ❖ setting high standards in home making.
- ❖ caring as appropriate for the fabric, equipment and grounds.
- ❖ accounting for all monies allocated.

### ***Personal***

To assist the Registered Manager in:

- ❖ keeping abreast of good practice in order to develop skills, knowledge and experience, in accordance with the requirements of the Clifford House Appraisal Scheme.
- ❖ attending and making use of regular professional supervision.
- ❖ reporting to a line manager, or any other appropriate person, malpractice or evidence which may suggest it.
- ❖ to be familiar with and comply with the standards of conduct and practice set by the General Social Care Council.
- ❖ in addition to the duties and responsibilities listed the job holder is required to perform other duties arranged by the Assistant Group Manager/Group Manager.