



POST TITLE: Residential Support Worker

POST LOCATION: Honiton, Devon

RESPONSIBLE TO: Registered Manager

SALARY: Dependant on Qualifications and Experience
£25,660 - £28,800

HOURS: Average 10 sessions per month including sleep in

WHO WE ARE:

We are a fun, dynamic team that supports young people with emotional, social and/or behavioural difficulties, by providing safe, structured and nurtured care. We believe that the more varied the experiences we can offer; the more opportunities young people will have to develop a thirst for life-long learning. We proactively support young people in their individual programme of care and education. The education of young people is the key to their success and huge emphasis is placed on young people gaining from informal education to support their formal learning. This is achieved by making links between the activities and experiences we offer, into their formal education.

ABOUT YOU:

The role of a residential support worker is one which requires resilience, empathy, patience, and ability to engage our young people in their day-to-day routines. You will build and develop trusting relationships with our young people that will in turn provide a secure base for them to thrive. This role is incredibly rewarding and allows you to work alongside some incredible young people and engage in fun and varied activities. You will be outgoing, patient and have loads of energy; you will enjoy inspiring young people and helping them to have aspirations and to achieve high in their academic learning. A full manual driving licence is essential.

MAIN DUTIES AND RESPONSIBILITIES:

To provide and promote a consistent child centred approach by taking shared professional parental responsibility for all our young people within and away from the home environment. Daily duties include:

- Working with teenagers who can display challenging behaviours from time to time
- To build and maintain positive working relationships with our young people
- Carrying out tasks under the general direction of the Registered Manager
- Working in partnership with our education partners and other agencies
- Meeting the care and educational needs of all young people within What's Out There
- Carry out domestic duties including cleaning, vacuuming, washing and ironing
- Create a homely, nurturing environment
- Promote and enforce the policies and procedures of What's Out There
- Have fun!
- To undertake such other duties, appropriate to the overall purpose of the job, as may be required

JOB SPECIFICATION:	
Essential	Desirable
Good understanding of the principles of care when working with young people	NVQ level 3 or above, children and young people
Previous care work experience	Social Worker qualification
Experience of building relationships with young people	Teaching Assistant qualifications/skills
Full manual driving licence	Ability to interact with external parties from all levels of the community
Effective communication skills	Ability to empathise
To have boundless energy, enthusiasm and stamina	Good planning skills
Flexible working approach	Ambitious
To be practical, creative and inventive	Familiar with e-learning
Must have an openness to learning	Ability to motivate others
Ability to follow procedures set out within legislation guidelines and organisational policies	Positive leadership skills
Ability to work autonomously	Non-Smoker
22 years of age or over	
Good IT skills	
SAFEGUARDING:	
<p>What's Out There Limited is committed to safeguarding and promoting the welfare of young people and all staff working with these groups are expected to share a commitment to this. You will be expected to report any concerns relating to the safeguarding of young people in accordance with agreed procedures. If your own conduct in relation to the safeguarding of young people gives cause for concern, What's Out There Limited agreed Safeguarding Children Policy Procedures Guidelines will be followed, alongside implementation of the organisation's Disciplinary Procedure. This role is subject to an enhanced DBS check.</p>	
HEALTH & SAFETY:	
<p>Every employee is responsible for their own health and safety and the health and safety of their colleagues and young people, visitors or any other person present within the organisation.</p>	
HOURS OF WORK:	
<p>In conjunction with the Registered Manager, the work pattern will comprise 24-hour sessions, which are worked in blocks of 2 sessions, with 4 sessions off. These include working weekends, public bank holidays, evenings and nights to meet the needs of running and managing the home and young people.</p>	

COMMITTMENT

Attendance at monthly Team Meetings is mandatory, whether either in person or via virtual means. In exceptional circumstances, such as for holidays or sickness, non-attendance will be excused for a maximum of three team meetings per year, however, your Line Manager must be notified of your non-attendance in advance. In the event that you are excused from a Team Meeting, you must ensure that you read the meeting minutes upon your return to work to ensure that you are fully briefed on any discussions.

Mandatory Supervisions will take place in person with your Line Manager, at a reasonable time each month. Until the successful completion of your probationary period, supervisions will take place twice per month. You must attend all scheduled supervisions and notify your Line Manger immediately of any conflicts which may prevent your attendance in order for these to be overcome.

Teamwork is paramount to the effective operation of our business. Therefore, you are expected to demonstrate support, flexibility and commitment to each other and the organisation by covering annual leave and sickness as required to suit the business needs.

BENEFITS:

- 5.6 weeks annual leave
- Discounted/free food
- On-site parking
- Pension scheme
- Induction and training package worth up to £5,000
- Free Enhanced DBS check
- Free employee clinical supervision
- Casual dress code
- Overtime available
- Covid-19 precautions in place

PROBATION PERIOD:

All successful applicants will be required to serve a probationary period of 6 months. During this time there will be a review of progress and performance during supervision.

NOTE:

This job description describes in general terms the normal duties that the post-holder will be expected to undertake. However, the job or duties described may vary or be amended from time to time without changing the level of responsibility associated with the post.

We want to be an inclusive and diverse employer of first choice reflecting the communities we serve and particularly welcome applicants from all under-represented groups. The successful candidate will be subject to an enhanced DBS and employment references.