

JOB DESCRIPTION
We operate safer recruitment

Job Designation	Children's Residential Care Worker
Salary	In line with Blue Mountain pay structure.
Reports to	Within the management structure of the home, ultimately the Manager

Main Purpose of Job	To be a part of a team offering a comprehensive residential service to children and young people, the aim being to ensure the physical, social and emotional care, and development of the young residents and the establishment.
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Main Duties and Responsibilities:	
<ul style="list-style-type: none"> • To carry out duties in line with Blue Mountain homes policies and procedures. • To ensure excellent safeguarding practices underpin every decision made. • To act as a key worker to specific children and young people. • To promote structure, boundaries and domestic routines within the home. • Working in line with children and young peoples care and placement plans. • Promoting positive outcomes for children and young people in areas of staying safe, being healthy, enjoying and achieving, making a positive contribution and achieving economic wellbeing. • Provide a positive role model for the young people, presenting yourself in a highly professional manner. • Work in partnership with other agencies to the benefit of the young people. • Participate in, and complete reports for, statutory reviews and meetings concerning the young people. • Undertake relevant training programmes as required • Complete and maintain administrative records as required by the home. • Provide and participate in leisure activities in line with the care and placement plans of the young people. • Develop and maintain professional working relationships with colleagues, children and families. • Attend and participate in supervision and staff meetings as required • Work in partnership with colleagues and other professional to meet the social, emotional, educational, health and mental health needs of young people. 	

- Awareness and responsibility for the health and safety of the home, young people, colleagues and yourself.
- Supporting young people with project and group work.
- You must co-operate with the Company in complying with the Health and Safety requirements and are therefore expected to follow Company policies, to acquaint yourself with the Fire, Health and Safety Procedures at your place of work and report any unsafe practices and conditions.

The post holder may be reasonably expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time. It is the responsibility of the post holder to comply with Health and Safety and Equal Opportunities requirements at all times.

Additional Information

Our normal shift patterns are on a rolling rota basis and our shift working hours are: 07.30am-23.00pm per shift, which means days of working can vary from week to week.
The occasional sleep in may be required, depending on the routine of the home.

All applicants must have a valid manual UK/EU Driving Licence.

We operate using Safer Recruitment at all times so any offer of employment would be dependent on the necessary checks and enhanced DBS.

General Statement

The above duties and responsibilities do not include or define all tasks that may be required by the postholder. The duties and responsibilities may vary without changing the general character of the duties or the level of responsibility entailed.

Equal Opportunities

Blue Mountain Homes supports Equal Opportunities in Employment and opposes all forms of unlawful discrimination on grounds such as colour, race, nationality, ethnic or national origin, sex, marital status, disability, sexual orientation, religion or belief and age. You are expected to comply at all times to the Companies EO Policy and Guide to Equality document.

The above job description forms part of your Main Terms and Conditions of Employment. The Company reserves the right to vary duties and responsibilities at anytime.

Signed.....

Date.....

PERSON SPECIFICATION

Job Title: Children's Residential Care Worker

SKILLS AND ABILITIES		
Requirement	Essential / Desirable	Measured by
Ability to develop rapport and communicate with young people	Essential	AF, I,
Ability to engage with young people and respond appropriately to challenging attitudes and behaviour	Essential	AF, I,
Writing and Recording Skills	Essential	AF, W,
Practical household skills such as cooking, minor repairs	Desirable	AF,
Able to work well with a team	Essential	AF, I,
Skills in leisure activities relevant to young people	Essential	AF, I,
Ability to work under pressure	Essential	AF, I,
Computer Skills	Desirable	AF, I,
Honesty and Integrity	Essential	AF, I, R
KNOWLEDGE		
Appreciation of the needs of young people	Essential	AF, I
An understanding of the primary needs of young people	Essential	AF, I
An understanding of the relevant legislation, e.g. Children Act	Desirable	AF, I

NVQ level 3-HSC3 CYP or equivalent level.	Desirable	AF, I, D
Knowledge of the needs of people with the relevant client group	Desirable	AF, I,
Knowledge of Child Protection Procedures	Desirable	AF, I,
EXPERIENCE		
Experience of working with children or young people in need	Desirable	AF, R
Working in a residential setting	Desirable	AF, R
Group Work	Desirable	AF, R
OTHER		
Ability to work flexibly according to the needs of the service	Essential	AF, I
Ability to travel as required on activities or to other BMH homes	Desirable	AF, I
Clean driving licence	Desirable	AF,
Personal commitment to own learning and acquisition of professional skills and qualifications	Essential	AF
Ability to benefit from supervisory and monitoring relationships	Essential	AF
Ability and commitment to work in culturally diverse environment	Essential	AF, I,
Personal commitment to anti-oppressive care practices	Essential	AF, I

AF = Application Form I = Interview W = Written Test D = Documentary Evidence

P = Presentation PS = Psychometric Testing R = Reference