



JOB DESCRIPTION

Job Title: Residential Project Worker (Fixed Term)

Department: High Close School

Section: Childrens Services

Reports to: Head of Care via line manager

Line Manager and Budgetary Responsibilities:

None

Context:

Key working relationships:

Internal: Campus staff at High Close
External: Multi Agencies and partners in practice
Parents/carers of young people

Job Purpose:

- To ensure a 'consistent' framework and approach to the management of young people' challenging behaviour in the unit and school settings.
- To ensure the maintenance of high standards of care of the environment in which they work.
- To be diligent in your responsibility in the Safeguarding and Protection of young people.

Key Responsibilities:

- To ensure child protection and safeguarding issues are appropriately recorded and handed over to the Designated Safeguarding Lead(s), in line with the projects policies and procedures.
- To act as keyworker to a number of young people as discussed and agreed with the unit manager.

- To play a lead role in the formulation of a care plan based on an assessment of needs of individual young people.

Key Activities:

- To provide high standards of general care to all young people in the basic daily routines and in their physical, mental, emotional and spiritual health.
- To actively support young people/s educational progress at school and the residential unit as part of High Close's 24 hour curriculum.
- To ensure that all daily routines and tasks are consistently fulfilled to the standard set out by Barnardo's/High Close.
- To take on the role of a 'Good Parent' in relation to teachers and relevant external professionals in their contact with young people.
- To ensure an awareness and understanding of all relevant of Barnardo's/High Close's policy statements.
- To contribute to and maintain the project's implementation of equal opportunities and anti- discriminatory practice including High Close's policy on Bullying.
- To work to the standards set out in High Close's Staff Code of Conduct and Local Safety Rules.
- To undertake Therapeutic Crisis Intervention training, responding to and managing challenging behaviour exhibited by young people within this framework.
- To follow safe systems of work at all times in relation to Health and Safety including Fire Safety.
- To adopt, and assist others to adopt, an understanding and realistic attitude to the additional needs of the young people within the unit.
- To work in partnership with young people, involving them in all aspects of their individual plans ensuring their views are included.
- To formulate and implement individual Behaviour Support Plans and risk Assessments for young people in unit/school as required.
- To review and discuss at team meetings the care plan/priorities of each key child.

- To liaise on a regular basis with the class tutor of each key child, to monitor their educational progress.
- To liaise on a regular weekly basis with parents/carers, professionals and local authority to ensure they are aware of their child's progress in the unit/school and are aware of any concerns.
- To prepare for and present reports on young people's care plans in line with the project's review system and where necessary for external meetings.
- To ensure that accurate/detailed records are kept and maintained on each young person in line with High Close/Barnardo's policy and practice requirements.
- To ensure that all young people establish and maintain regular contact with their family/carers as appropriate.
- To create a pleasant and stimulating living environment for young people, including the planning and leading of regular activities for young people, including organising educational activities for key young people
- To be involved in driving and escorting on public transport young people home/ on activities/ weekend leave in project vehicles. This can cover all areas of the UK.
- To contribute to the establishment and maintenance of effective teams, through discussion at team meetings, supervision and support to teams across the project.
- To start the Level 3 Diploma for Residential Childcare (England) within 3 months of confirmation in post and to complete within 18 months of starting.
- Attend training as directed including behaviour management, safeguarding and administration of medication.
- To undertake sleeping-in duties as required in the unit.
- To complete designated areas of responsibility within the unit as identified by the Unit Manager.
- In the absence of a shift leader/manager, to lead occasional shifts as directed by your manager

- To undertake any other duties as required by the Leaders for Care/Unit Manager.
- To ensure effective cross campus working, including working in different residential units/supporting in school as directed by line managers.

This Job Description and Person Specification reflect the duties of the post as they exist at this time and may be subject to changed based on the needs of the Department Programme. The post-holder may be required to undertake other duties commensurate with the salary and competence requirements of this post from time to time as required.

Pre-employment checks will be required for the role.



PERSON SPECIFICATION

All criteria are essential unless indicated as desirable (D).

Job Title:

Please note: Applicants must demonstrate in their application form that they currently use the skills outlined below or have used them previously in employment, education, training, volunteering etc.

Education/Knowledge

- BTEC Level 3 Diploma for Residential Childcare (England) or equivalent. (D)
- Knowledge and understanding of childcare practice.
- Knowledge and understanding of child protection and safeguarding issues. Knowledge and understanding of Equal Opportunities and anti-discriminatory practice.
- Knowledge and understanding of GDPR (General Data Protection Regulation) and management of sensitive information.

Experience

- Experience of working in a residential childcare setting. (D)
- Experience of working with adolescents. (D)
- Experience of working with challenging behaviour (D)

Skills/Abilities

- Able to drive project vehicles (D)
- Able to record information clearly and concisely
- Able to work as part of a team and be able to communicate clearly with colleagues, parents/carers and other professionals
- Able to plan and prioritise allocated work independently
- Ability to type and use Office 365 and other software
- Able to support or physically participate in behaviour management and physical intervention (Therapeutic Crisis Intervention)
- Must be able to work effectively in stressful situations and show resilience
- Must be able to undertake transporting young people or escorting on outings/home leave as required

Circumstances

- Must be able to work on a rota shift pattern, including unsocial hours and sleep in duties as required
- This post is subject to pre employment checks
- This post is subject to an enhanced disclosure check via the Disclosure & Barring Service

Competencies

Managing Diversity

- Recognises the unique potential that individuals from differing backgrounds, experiences and perspectives bring to Barnardo’s and is proactive in their commitment to, and an understanding of, equality and diversity.

Barnardo’s Basis and Values, and Equality, Diversity & Inclusion (EDI) Code of Conduct

Actively demonstrate Barnardo's Basis and Values and EDI Code of Conduct in all areas of work:

- Respecting the unique worth of every person
- Encouraging people to fulfil their potential
- Working with hope
- Exercising responsible stewardship

To be completed by the People Team / Pay and Reward Team

	Name	Code
Grade	H21B	
Job Family	Operations	O
Job Sub-Family	Core/ETS/FP	OC/OE/OF
Organisational Level	Professional	P1