CYNGOR SIR *POWYS* COUNTY COUNCIL

JOB DESCRIPTION

Minimum age of Employment is 22 years old

Position Title:	**Residential Care Worker**
Position Number:	**CHL5164**
JE Code:	**CSS119**
Service:	**Children's Services**
Location/Work Base:	**Children's Residential Care Homes around Powys**

this is a place based worker position and therefore the post holder will be required to work from a specific base, as identified

Grade:	**Grade 6** **Point 11 to Point 14** **£29,071 to £30,515 per annum pro rata** **£15.06 to £15.81 per hour**
Contracted hours:	**Relief Hours**
Reporting to:	**Registered Manager**
Responsible for:	**None**

Summary

About the role:

We are looking to build up our team of relief workers to cover weekends, half terms and summer holidays. If this is something you may be able to assist with then please get in touch.

We have 5 Children residential homes around Powys, located in Ystradgynlais, Brecon, Welshpool and near Llanbrynmair. We are looking to build up a team a relief workers, that we can relay on to cover sickness or other absences.
The home supports children/young people with complex emotional and behavioural difficulties due to their early life experience (Age 11-18). You will create a safe, healthy, learning, fulfilled home where children have their voices heard and acted upon to achieve positive outcomes in their lives.

About you:

- We are looking for people who care and can connect with young people.
- You will enjoy participating and sharing activities, interests, and life skills.
- You can listen to children and young people with dignity and respect.

- You will enjoy working in a small team that is reflective, resourceful, contributing to a culture of trust and open responsibility.
- You will understand the importance of providing professional specialist to provide a safe and effective service, delivered in a way that is sensitive to the needs of children and young people.

What you will do:

- You will work alongside the permanent team to deliver support to the children and young people.
- You will work on a day shift rota to provide continuous care as part of team to the children and young people living in the home.
- You will build positive relationships through nurture, teaching connection before correction with a patient and calm manner and promote healthy, safe routines by creating a warm, inclusive home.
- You will organise and promote activities for children and young people to learn new things and explore interests, hobbies, and life skills within the home and the local community.
- Work in partnership with families and carers of young people in achieving the aims and objectives of the young people's plans.
- You will follow agreed policies, procedures, and legislative standards in your work. Always striving to keep up to date with best practice.

If you have any questions about the role, please contact:
recruitment@powys.gov.uk

Your responsibilities will be:

1. The postholder will be required to assist the Registered Home Manager to provide a quality service that meets the individual needs of the children and young people living within the residential provision.

2. The postholder will be responsible for supporting with all aspects of day to day living within the Care Home- Children's Residential.

3. The postholder will be required to work on a shift basis, including sleep in duties.

4. To work a rota that will consist of day, evening and weekend cover and to sleep in on a rota basis as required. To encourage a culture of flexibility and team working amongst the workforce and be prepared to work in other Care Homes- Childrens Residential if required.

5. Undertaking key worker tasks and responsibilities as directed. To actively promote, participate in and ensure the provision of high standards of physical care, hygiene, safety and welfare of all children and young people. To ensure the home is a warm, accepting environment whereby the emotional, social, educational, cultural and spiritual needs of individual young people can be met.

6. To ensure the procedure for security, monitoring and control of medication is followed as well as implementing guidelines for administration of medication as appropriate, and to support the Senior Care Officer/shift leader to administer any prescribed or non-prescribed medication. To observe, assess and monitor young people's health, development and emotional well-being initiating appropriate action when necessary.

7. To ensure that The All Wales Child Protection Procedures 2019 and all regulatory requirements for childrens' residential care homes are adhered to at all times. To keep up to date with new developments, practice, and legislation in childcare. To actively participate in own development and supervision arrangements.

8. Where appropriate, to assist in formulating the assessment of needs and plans for young people and to work in partnership with families and carers of young people in achieving the aims and objectives of the young people's plans.

9. To organise, encourage and share in recreational and leisure activities which meet the needs and wishes of the children and young people in the home and to ensure that the children and young people are encouraged to develop life skills, social skills, and age appropriate independence.

10. To maintain case records, including compiling reports for planning meetings, reviews and other meetings as appropriate. To maintain "key worker" tasks and responsibilities as directed.

11. To ensure that all activities within the home are carried out with due regard to health and safety requirements, undertaking risk assessments where appropriate and being responsible for the health, safety and welfare of all staff, children and young people.

12. To ensure the security of the home, including contents, confidential records, cash, keys, furniture and equipment, young peoples' clothing and possessions. To report deterioration in the condition of the premises to the Management team and arrange for any maintenance work as directed.

13. To follow the home's behaviour management policies and policy for the appropriate use of restraint or restrictive practice which reflects current national guidance.

DBS:

Because of the nature of the work involved the post that you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). This position has a requirement for an enhanced DBS check, this position is classed as regulated activity under the Safeguarding of Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012 and will be subject to a check to the list of those people barred from working with children.

Because of the nature of the work involved, the post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) - This position may have a requirement for a Baseline Personnel Security check (BPSS).

Health and Safety Statement:

To address health and safety policies and arrangements in a pro-active manner to ensure that a high standard of safe working practices are maintained.

Equalities Statement:
To actively support and implement the principles and practice of equality of opportunity as laid down in the Council's Equalities Policy.

Welsh Language Requirement:
Welsh language skills are desirable

NOTE;

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the 'Principal Responsibilities of the Job'.

All applicants are asked to read carefully the requirements of the job. The Council welcomes your application if you believe you meet all the essential criteria of the person specification. To be considered for care delivery roles it is essential that you are currently able to provide close personal care to our care residents.

PERSONAL SPECIFICATION

Do you think you're the right person for the role? Then, demonstrate you meet the following criteria in your application.

Experience

Essential

- Demonstrable experience working with children and young people in a paid or unpaid capacity
- Ability to motivate children and young people
- Ability to organise and plan activities

Knowledge

Essential

- Child development
- All Wales Child Protection Procedures

Desirable

- The Social Services and Well-being (Wales) Act 2014
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- Health and Safety legislation
- The United Nations Convention on the Rights of the Child (UNCRC)

Qualifications and Training

Essential

- QCF/ NVQ Diploma Level 3 in Health and Social Care Children & Young People Wales and Northern Ireland (including predecessor qualifications as stipulated by Social Care Wales) or willingness to undertake training and achieve the qualification within two years of commencement of employment.
- Commitment to undertaking any qualification relevant to this post as defined in the Powys Social Services Qualification Framework
- Willingness to undertake robust induction process and training as appropriate to the post.
- Commitment to maintain registration with Social Care Wales as a Social Care Worker, within a specified time period

Personal Qualities

Essential

- Ability to support colleagues, and work as part of a team
- To work with integrity in an honest and consistent manner

- Emotionally resilient

Skills

Essential

- To establish good working relationships with children and young people based on respect and openness
- Ability to work using own initiative
- Ability and confidence to act as an advocate for children and young people
- Ability to communicate in an effective manner that is supportive for the young people. This will include an ability to speak, listen, write and use ICT effectively.
- To work in a Child centred approach
- Good interpersonal skill and an ability to establish appropriate relationships with appropriate boundaries.

Other Requirements

Essential

- To observe confidentiality at all times in relation to the Home and its children and young people, recognising the vulnerability of the young people
- Ability to work shifts and flexible hours
- To possess a full driving licence and have the ability to travel to other parts of the county if required

Welsh language skills are desirable

Recruiting manager: Ryan Belcher-Jones
February 2020/Updated December 2021

Our values:

Professional
Whatever role we play in the council, we act with professionalism and integrity

Positive
We take a positive attitude in all we do

Progressive
We take a proactive and responsible approach to planning for the future

Open
We keep each other informed, share knowledge and act with honesty and integrity

Collaborative
We work constructively and willingly on joint initiatives

How to apply

You will need to complete the online application, it's simple, just follow the process step by step.

Top tips:

- Read the Job Description and Person Specification carefully and evidence that you meet all of the essential criteria in your supporting statement.
- Sell yourself and where possible give examples
- List your qualifications that are relevant for the position, as detailed in the person specification.
- Ensure one of your referees is from your most recent employer or if this is your first job why not ask a school teacher or tutor, just ensure you know them at a professional level.
- Be honest Tell us about any gaps in your employment history
- Complete the application in full

Next steps

The closing date for applications is 31/12/2026.
Once submitted we will email you to let you know we've received your application.
We will email you either way if you have been successful. So, keep an eye out in your inbox!
We wish you luck with your application.