

## **INTENSIVE SUPPORT WORKER (Residential Childcare Worker) JOB DESCRIPTION**

### **INTRODUCTION**

Care Afloat provides individual and shared placements for difficult to place young people, most of whom have had multiple moves.

Our emphasis is on providing a package of care unique to each young person in a caring environment, underpinned by consistency, clear boundaries, support and the opportunity for a successful future.

### **ALL STAFF ARE EXPECTED TO:**

- Work in the context of Care Afloat's Vision, Mission and Philosophy and to use our outcome monitoring approach in order to support young people in achieving their goals. Having a full understanding and implementing the service's statement of purpose.
- Recognise the positive abilities of young people and support our shared belief in lifelong learning.
- To assist in providing the highest possible standards of care guidance and support for the young people and to co-operate fully with other staff in achieving these objectives.
- Adhere to care Afloat's Policies & Procedures, Quality Outcomes Standards, Children's Home Regulations 2015 and all other current legislation, showing a high degree of professionalism, resilience, and a willingness to remain committed during particularly demanding times.

### **LOCATION / DEPARTMENT**

- ISWs may be recruited for specific locations and young peoples' homes and will also be required to work at other locations, either temporarily or permanently.

### **LINE MANAGER**

ISWs are managed and supervised by the Deputy Managers where they are located. With overall directive from the Registered Manager.

### **MAIN DUTIES AND RESPONSIBILITIES**

1. Specifically take account of the choices, needs and wishes of each young person, involving young people in their own plans and day to day decisions where appropriate.
2. Take personal responsibility for learning about each young person and the way their difficulties affect them; for 'listening' to the individual; and for reflecting on own practice to continuously develop their own knowledge and skills. Ensuring positive professional relationships are maintained at all time.
3. Maintain young people's confidentiality at all times.
4. Develop person centred working relationships with young people, carrying out Key Worker responsibilities in a professional manner.
5. Attend team meetings, supervisions and appraisals and actively take a role in developing your own continuous professional development
6. Attend training and enrol and complete any courses which you are required to do so.
7. Support young people in their daily lives through:
  - Assisting them to develop and maintain a high standard of personal hygiene and appearance
  - Supporting young people to make appropriate choices regarding their nutritional needs.

- Administering medication in accordance with their needs and taking full account of the Medication Policy and Procedures
- Accompanying them to the dentist, doctor and all other appointments as appropriate.
- Reporting to managers any concerns regarding the young people's welfare including health and safety issues in the home.
- Actively encouraging and supporting leisure and meaningful activities both inside and outside of the home, in accordance with individual young person's interests, choices and needs.
- Accompanying young people on trips and holidays away
- Ensuring the home environment is secure, clean and well presented, undertaking domestic chores and relevant health and safety checks as necessary.
- Adhering to all safeguarding requirements and any procedures aimed at the protection of children.
- Using 'Positive Intervention Support Planning' to support young people in managing their own challenging behaviours.
- Understanding the importance of a young person's working file and plans and using these effectively and professionally to inform practice on a daily basis.
- To ensure, with the support of the Registered Manager, you understand your role working within the commissioned therapeutic services and seek to promote excellence in clinical practice in line with quality standards and Ofsted regulations.
- Recording accurately and professionally in line with national standards, Care Afloat's requirements and keeping all relevant plans up to date
- Attending and participating in all meetings as required including Supervision and Appraisals.
- Working with managers to identify needs and access relevant learning and development opportunities and share that learning with others.
- Working as part of a team, sharing responsibility fairly and being supportive of others.
- Undertake sleep in duties and flexibility to meet the needs of the young people working on a 24 hour rota system.
- To work in a safe way, not putting your own or another member of staff's health or safety at work at risk.
- To inform your supervisor as soon as possible of any intended absence from work due to sickness, or for any other reason
- To declare any other work (paid or voluntary) or activity that may lead to a conflict of interest.

It is the nature of the work of the post that tasks and responsibilities are, in many circumstances, unpredictable and varied. The post holder will therefore be expected to work in a flexible way when the occasion arises that tasks which are not specifically covered in their job description, have to be undertaken.

These additional duties will normally be to cover unforeseen circumstances or changes in work and they will normally be compatible with the regular type of work.

The job description may also be reviewed in light of changing service needs or developments in consultation with the post holder.

If you take up employment with Care Afloat this is on the understanding that the first six months constitutes a probationary period.

## INTENSIVE SUPPORT WORKER PERSON SPECIFICATION

Personal Attributes Required	Essential (E)/ Desirable (D)	Measured - Application (A) Interview (I) Evidence (E) Reference (R)
<b>Qualification(s)</b>		
<ul style="list-style-type: none"> <li>• Level 3 Diploma in Residential Childcare or Level 3 Diploma for the Children and Young People’s Workforce or equivalent</li> <li>• Sport or activity leadership</li> <li>• Qualification in other child-related studies</li> <li>• 4 GCSE’s or equivalent at Grade C or above including English &amp; maths</li> </ul>	D D D D	A, E A, E A, E A, E
<b>Experience</b>		
<ul style="list-style-type: none"> <li>• Experience of working with children in a paid or voluntary capacity</li> <li>• Experience of working in a children’s residential setting.</li> </ul>	E D	A, R, I A, R
<b>Knowledge/Skills/Abilities</b>		
<ul style="list-style-type: none"> <li>• Commitment to equal opportunities and anti-discriminatory practice</li> <li>• Excellent communication skills</li> <li>• Ability to work as part of a team</li> <li>• Ability to write clear and accurate reports</li> <li>• Ability to understand and work in partnership in the best interests of children</li> <li>• Negotiating skills</li> <li>• Ability to make and develop professional relationships with children, their families and a range of professional colleagues</li> <li>• Knowledge and ability to undertake keyworker role</li> <li>• Ability to work as part of a team</li> <li>• Children Act 1989 and associated Regulations and Guidance</li> <li>• Knowledge of the key stages of child development</li> <li>• Working with and understanding children who exhibit challenging behaviours</li> </ul>	E E E E  E E  E E E  D D  D	A, I A, I A, I, R A, I, R  A, I A, R  A, I, R A, I, R A, I  A, I A, I  A, I
<b>Other</b>		
<ul style="list-style-type: none"> <li>• Full driving licence</li> <li>• Willingness to work in a flexible way</li> <li>• Commitment to personal and staff development</li> <li>• Evidence that shows you have a right to work in the United Kingdom.</li> <li>• If you are not a British Citizen or you have spent a significant period of time living or working abroad you will also need a ‘Certificate of Good Conduct’ or a ‘Police Certificate’ from the relevant country before a start date is agreed.</li> </ul>	D E E  E  E	A, E A, I A, I  A, I, E  A, I, E