

**Manchester City Council
Role Profile**

Waking Night Residential Child Care Worker, Grade 4

**Residential Childcare Services, Directorate for Children and Families
Reports to: Children's Registered Home Manager**

Job Family: People Care & Support Direct

Key Role Descriptors:

The role holder will endeavour to provide a safe warm, caring and stable environment for those children and young people between 11 – 17 years who live in the children's home.

The role holder will deliver high quality support for the young people living in the children's home, managing existing and future risks through ongoing risk assessment, and creating plans which ensure the individual needs of the young people within the home are appropriately considered.

The role holder will provide practical, emotional, nurturing care and support to children/young people. Ensuring adherence to agreed policies, legislation and Ofsted Standards, and positive outcomes maximising independence and opportunities.

The role holder will work with young people, their families and other relevant stakeholders i.e. police. CAMHs, medical professionals, EDS out of hours emergency service, social workers to offer advice and support to help the young people develop and achieve their goals.

Key Role Accountabilities:

Demonstrate a clear understanding of residential care procedures to provide high quality care and support to young people and assist them with accessing and participating in appropriate activities and community services.

Establish young people's needs during the night and think innovatively to deliver solutions utilising local resources where available to support the young person in achieving their goals.

Contribute effectively and innovatively with the creation and implementation of assessments, plans and risk management to ensure positive future outcomes for young people.

Provide personal, practical care whilst maintaining high levels of hygiene and health and safety.



Ensure that records are completed and maintained with sufficient information and accuracy in line with agreed policies, legislations and Ofsted standards and timescales. Where appropriate raise any issues or changes of significance to relevant colleagues and stakeholders.

Personal commitment to continuous self development and service improvement.

Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications.

Where the roleholder is disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the role. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.

Role portfolio:**Purpose of the home:**

To provide a safe warm, caring, and stable environment for those children and young people between the ages of 11 – 17 years old whom residential accommodation is the preferred or necessary option. To create a culture and ethos within the home in which the needs of the young people are paramount, and they are encouraged to develop, mature, and grow.

Main areas of responsibility:

- Assist in ensuring a safe, secure, and accepting environment for children and young people is maintained
- Receive children/young people admitted to the residential home in a sensitive/caring manner.
- Be confident and able to develop and maintain good relationships with the children/young people and the parents/family of young people.
- Ensure that the wishes and feelings of children/people are taken into account in all matters relating to their daily care, appropriate to their age and understanding.
- Maintain appropriate records on each child/young person and prepare written reports as required by service practice.
- Encourage individuals to accept responsibility for their self-care, personal growth and development appropriate to their age.
- Ensure that good health is promoted and that the health needs of young people are identified, and services provided to meet these needs.
- Liaise and work effectively with colleagues, other agencies and residents in the interests of young people to maintain their placement in the children's home safely.
- Actively support young people enabling them to make successful and positive choices about their futures.
- Work as part of the Corporate Parent team and meeting young people needs as 'Our Children'
- Lone working with young person when required to meet the needs of the young person and ensure their safety.
- Be able to manage group of 6 young people within your team of 2.
- Ensure the welfare of young people is promoted, that they are protected from abuse and that an appropriate response is made to any allegation or suspicion of abuse or neglect.

**As a Waking Night Residential Child Care Worker, you will be required to attend and complete training to enable you to work in a residential setting, this will include training in First Aid, Food Hygiene, Physical Intervention, Medication, Safeguarding, Fire Safety, Liquid Logic, Signs of Safety (SOS), Adverse Childhood Experiences (ACEs) and Trauma and any other training to meet the needs of the young people. Also already have or be willing to complete the Diploma Level 3 in Residential Child Care qualification.



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The expectation from the role holder will be to keep up to date with the required training to enable them to work in a Residential setting.



Night Residential Child Care Worker – Key Behaviours, Skills and Technical Requirements

Our Manchester Behaviours

- We work together and trust each other
- We're proud and passionate about Manchester
- We take time to listen and understand
- We 'own it' and aren't afraid to try new things.
- We show that we value our differences and treat people fairly

Generic Skills

- **Communication Skills:** Demonstrates an understanding of the views of others and communicates in a realistic and practical manner using appropriate language and medium, listens attentively to views and issues of others and responds to issues arising.
- **Problem Solving and Decision Making:** Ability to analyse situations, diagnose problems, identify the key issues, establish, and evaluate alternative courses of action and produce a logical, practical, and acceptable solution.
- **Analytical Skills:** Able and confident to resolve moderately complicated queries in their area of knowledge using logical thinking to explain reasoning behind decisions or actions taken.
- **Planning and Organising:** Demonstrate the ability to organize multiple tasks in the most effective way and allocate time and energy according to task complexity and priority.
- **Administration Skills:** Ability to use and accurately maintain effective IT administration systems in a rapidly changing environment.
- **Creative Skills:** Ability to think creatively and provide innovative solutions to problems. Has ability to develop new approaches to finding solutions outside of existing parameters.

Technical requirements (Role Specific)

- **Qualification:** The post holder will be required to hold the Diploma Level 3 in working with Children and Young People in Residential Care or its equivalent. Or be willing and able to undertake the Diploma Level 3 in working with Children and young people within 6 months of being appointed.
- To work as part of a rota bi-weekly system, 5 nights on/2 night off and 5 nights off/2 on, weekends as required (these arrangements may be subject to change at short notice). To work a flexible rota to take account of varying demands made upon the children's home at different times.
- Willingness to apply for a DBS (Disclosure and Barring Service) check



- Hold and maintain an up to date nationally recognised certificate in the use of physical intervention and restraint and as approved by Children's Residential Service.
- Hold and maintain current and up to date training certificates demonstrating satisfactory completion of mandatory training as required by the Children's Homes Regulations.
- The role holder will need to demonstrate personal and emotional resilience in order to meet the needs and work with children who exhibit complex and challenging behaviour which can include criminal exploitation, anti social behaviours, physical aggression to others, bullying, damage to property, sexual exploitation, verbal and physical abuse and going missing from home.