

Calcot Services for Children

Job Description

Trainee Therapeutic Residential Care Worker

Job Purpose:

The primary task of the role of trainee residential social worker is to learn all aspects of residential social work within a small care home setting. This covers the practical elements involved in running and maintaining a home for young people as well as meeting the social, emotional and educational needs of each individual young person.

This role and the associated training has been specifically designed for people wishing to work within residential childcare but have had little or no previous experience or knowledge.

The expectation is that the trainee will form part of the residential social work team and gain the knowledge and skills needed via observation, participation, communication and involvement in the in-house training programme.

The trainee will be working directly with the young people with the support of the staff team and will be fully involved in the day to day running of the home.

Duties and Responsibilities:

- To form appropriate relationships with the young people
- To work in accordance with the policies and procedures of CSFC
- To undertake any domestic duties which are required within the home
- To participate in the in-house training programme and any other relevant training
- To prepare and attend supervision sessions with the unit manager
- To assist in the preparation of reports for the young people including monthly reports, placement plans and risk assessments
- To devise and participate in individual and innovative activities which are age appropriate for the young people

- To accompany young people on outings, appointments and activities
- To record information appropriately using the correct forms and procedures
- To act in a professional manner at all times
- To reward appropriate behaviours and assist in sanctioning of inappropriate behaviours
- To work in a way that values each individuals diversity and to promote equal opportunities at all times
- To ensure that the young people are not left unsupervised
- To participate in staff meetings
- To liaise formally and informally with the network of people involved with the young persons care
- To assist the team in maintaining boundaries and working consistently with the young people at all times
- To work in a way that ensures confidentiality of information
- To act as co-keyworker under the supervision of the young person's keyworker
- To accompany the young people on their annual holiday
- To work directly with the young people and ensure their rights and needs are respected
- To assist in managing the household budget
- To provide a caring and supportive environment in which young people will feel safe
- To assist the team in supporting a young person in times of crisis
- To undertake other duties at a higher responsibility level commensurate with relevant experience and ability as directed by the unit manager.

Essential Requirements, Skills & Abilities

To be motivated to learn about the role and the responsibilities of a residential care worker	ESSENTIAL
To have a caring and honest nature	ESSENTIAL
The ability to want to work with young people who display challenging behaviours.	ESSENTIAL
The ability to work constructively with all those involved in meeting the needs of the young person including education, social workers, health, families	ESSENTIAL
The ability to participate and assist in report writing e.g. keyworker reports, statutory reviews, placement plans	ESSENTIAL
To have an awareness of the needs of the young people and have a particular interest in working with young people who live in a residential setting	ESSENTIAL
The ability to drive and hold a clean driving license	DESIRABLE
The ability to stay calm in a crisis	ESSENTIAL
The ability to work within a team as well as independently	ESSENTIAL
To be committed to future learning and professional development	ESSENTIAL
The ability to communicate effectively both in written and verbal form	ESSENTIAL

Experience

Formal or informal experience of working in a care environment e.g. voluntary work; family commitments; work experience	DESIRABLE
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Knowledge

Knowledge of the basic care needs of children and young people and routines within a residential environment	DESIRABLE
Knowledge of appropriate ways of communicating and recording	

information including awareness of the need for confidentiality of certain information DESIRABLE

Knowledge of working in a way that values the diversity of the young people DESIRABLE

Qualifications

Education to GCSE or equivalent ESSENTIAL

Willingness to participate in the in-house training programme ESSENTIAL

Other Requirements

Good physical and mental health ESSENTIAL

Enthusiasm and commitment in learning about and meeting the needs of young people ESSENTIAL

Good sense of humour ESSENTIAL

Ability to work a shift pattern, which will include weekends and sleep ins (an additional allowance will be paid for Sleep ins) ESSENTIAL

September 2006