

## Job Description and Conditions of Employment

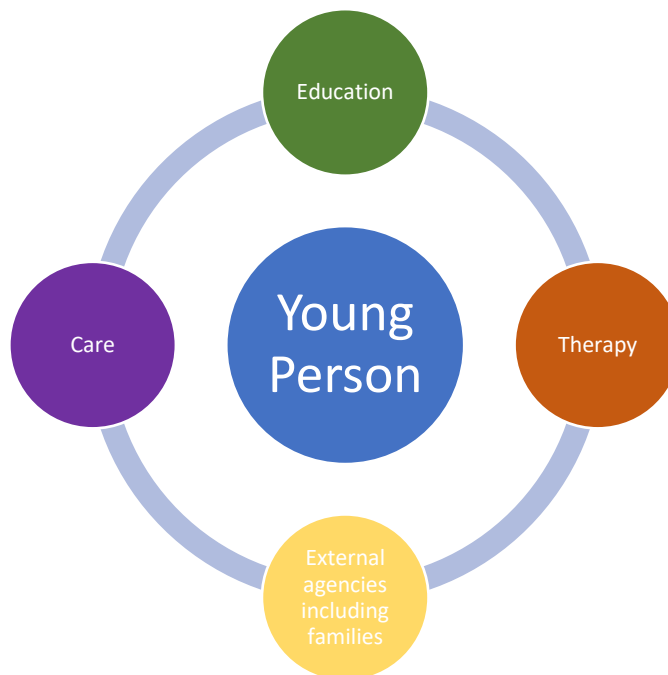
### Residential Childcare Worker

At Woodlands we have four non-negotiable values of:

- To provide excellent care so that all young people know and understand care that they can then offer others in the future.
- Life skills that allow young people to be positive citizens and make a valuable contribution to society and be the leaders of the next generation.
- Moral duty to provide education that changes lives and broadens horizons.
- To ensure that therapy empowers young people to lead 'Good Lives'.

We want to ensure that everyone who works with us provides the best care that we can to young people. We value high quality care, education and therapy which are illustrated by our inspection reports which can be found on our main website.

We put young people at the heart of the work that we do. By virtue of coming to a residential children's home, a young person will have suffered trauma and distress which may result in challenging and concerning behaviour.



## Training

Taking on the role of professional parent to a young person requires resilience and compassion. In order to support you in this role we provide a programme of high quality training including up to date knowledge and information about best practice and new initiatives.

We pride ourselves in the training opportunities provided for staff. Staff are encouraged to attend conferences to develop their own skills and knowledge as well as to network with other professionals in the sector. As an organisation we take an active and lead role in the delivery of training for Social Care Wales.

## Role

As a residential care worker you would be working within a team which would help and support you throughout. The team would be that of the care sector and the holistic community of Woodlands. Just as we would not like our young people to feel isolated and alone the same values apply to staff. The caring and nurturing environment provided for young people extends to the staff at Woodlands.

The role of residential care worker cannot be defined into an exhaustive list and the Person Specification gives an outline of responsibilities. The need for flexibility is essential as working shift patterns can require a short term, short notice change of hours. As employers, we understand the value of ensuring that staff have a meaningful work-life balance and work hard as a whole team to support staff to achieve this.

## PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
<b>Personal attributes and child centred approach</b>	<ul style="list-style-type: none"><li>▪ Child centred approach</li><li>▪ Flexible attitude</li><li>▪ Ability to engage with young people in a positive and proactive approach</li><li>▪ Sense of humour</li><li>▪ Self-motivated and a positive nature</li><li>▪ Self organisation</li><li>▪ Sensitive and reflective</li><li>▪ Calmness</li><li>▪ Honesty and reliability</li><li>▪ Ability to listen and empathise</li><li>▪ Ability to assess risks effectively</li><li>▪ Ability to work as part of a team</li></ul>	<ul style="list-style-type: none"><li>▪ Motivate others</li><li>▪ Influence others and persuasiveness</li><li>▪ Positive leadership skills</li><li>▪ Develop innovative solutions</li><li>▪ Coaching skills</li><li>▪ Welsh Speaking</li></ul>

<b>Job related knowledge and skills</b>	<ul style="list-style-type: none"> <li>▪ Effective communication skills: recording and report writing and verbal communication</li> <li>▪ Awareness of non-verbal communication i.e. eye contact and personal space etc.</li> <li>▪ A professional and caring value base i.e. consistency and empathy</li> <li>▪ You must hold a Full UK Manual Driving Licence</li> </ul>	<p>Knowledge of:</p> <ul style="list-style-type: none"> <li>▪ Regulation and Inspection of Social Care (Wales) 2016 (RISCA)</li> <li>▪ The Children Act 1989 &amp; 2004</li> <li>▪ Children's Rights</li> <li>▪ Every Child Matters</li> <li>▪ Ability to assess risks</li> <li>▪ IT literate</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>▪ Working individually and within a team</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of working with children.</li> <li>▪ Experience of working with children in residential childcare</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>▪ Be committed to completing QCF level 3 award in Health &amp; Social Care (Children) within 12 months of registration (This is a statutory requirement for all employees wishing to work in childcare)</li> </ul>	<ul style="list-style-type: none"> <li>▪ QCF level 3 award in Health &amp; Social Care (Children &amp; Young People) or Caring for Children and Young People</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <li>▪ Committed to continuous personal / professional improvement</li> </ul>	
<b>Working Conditions</b>	<ul style="list-style-type: none"> <li>▪ Sleeping in duties</li> <li>▪ Willing to work additional hours to cover sickness and holidays and to work in other homes within the organisation.</li> <li>▪ Willing to work Bank Holidays &amp; Christmas Holidays</li> <li>▪ Have good medical health</li> </ul>	

## CONDITIONS OF SERVICE

### Salary

- The starting salary for unqualified staff is £9.50 per hr
- Level 3 qualified is £10.50 per hr

We also pay additional rates for those undertaking the role of Link Worker - £50 p.m..

### Employment Status

- The post of Residential Childcare Worker is permanent.

Hours	<ul style="list-style-type: none"> <li>▪ Your contracted hours will be a minimum of 143 hours per calendar month</li> </ul>
Allowance	<ul style="list-style-type: none"> <li>▪ An allowance of £55.00 will be paid per sleep-in.</li> </ul>
Annual leave and public holidays	<ul style="list-style-type: none"> <li>▪ Basic annual leave is statutory 5.6 weeks (210 hrs paid at 12 weekly average rate)</li> <li>▪ You will be required to work bank holidays, Christmas and New Year holidays as this forms part of your contracted hours, enabling the children and young people in our care to be supported through, essentially, family orientated occasions.</li> <li>▪ In recognition of your commitment around these occasions we pay the following rates <ul style="list-style-type: none"> <li>▪ Christmas Eve (4pm – 12 pm) - Time + 1/2</li> <li>▪ Christmas Day (7am – 12pm) - Double Time</li> <li>▪ Boxing Day (7am – 12pm) - Time + 1/2</li> <li>▪ New Years Eve (4pm – 12 pm) - Time + 1/2</li> <li>▪ New Years Day (7am – 12pm) - Double Time</li> </ul> </li> </ul>
Place of work	<ul style="list-style-type: none"> <li>▪ You may be required to work across any of our houses</li> </ul>
Probation	<ul style="list-style-type: none"> <li>▪ You will be subject to a 6 month probationary period dependant on the competency of the individual</li> </ul>
Pension	<ul style="list-style-type: none"> <li>▪ We will observe our obligations under auto enrolment.</li> </ul>
Equal opportunities	<ul style="list-style-type: none"> <li>▪ In line with our Equal Opportunities, Anti-Oppressive and Anti-Discrimination policy contained within our Employee handbook every effort is made to ensure that individuals are treated fairly and equitably, and decisions on recruitment, selection, training, promotion and career development are based solely on objective and job related performance criteria.</li> </ul>
Employee Benefits	<ul style="list-style-type: none"> <li>▪ Help &amp; Financial Support to gain Diploma Level 3</li> <li>▪ Eye Care Package</li> <li>▪ Team Development Days</li> </ul>

- Additional holidays for length of service & annual non sickness
- Perkbox
- Discounts on vehicle repairs and MOT's