**Job Description**

**Job Title:** Home Support Worker

**Reports To:** Home Manager

**Hours:**

40 (may include additional shifts and sleep-ins)

**NB:** Although working primarily at one home, circumstances may arise when you will be required to work at other Streetz Ahead Creative Housing homes.

**Job Summary**

To help create and maintain a non-institutionalised, child, young person & adult centred home in which people are enabled to grow in all areas of their lives, to work towards emotional stability and to develop to their full potential.

**Main Duties & Responsibilities**

* To actively contribute to the provision of quality care, within which the health, welfare, education and development of children, young people and adults is promoted. To work in collaboration with the team to ensure that the home meet all regulatory and statutory requirements.
* To embrace the homes’ ethos in line with Regulatory standards and guidelines and Streetz Ahead Statement of Purpose
* To ensure safety and risk are never compromised adhering to company safeguarding responsibilities policy and procedures.
* To actively contribute to the of a nurturing, homely, safe, accepting and caring environment in which children, young people and adults can learn social and interpersonal skills, develop a positive sense of self and build their self-esteem and confidence.
* To work proactively with and direct the team within the daily routine and agreed structures of the house, to include for example to participate and supporting the young person to develop day to day responsibilities, undertaking daily household responsibilities such as domestic tasks (cleaning, washing, ironing etc.), cooking, shopping, taking young people to appointments/meetings, planning the day and participation in activities (including physical activities such as sport) with the young people. To deliver support sessions, ensuring individual placement plans are fulfilled and risk assessments adhered to.
* To work in collaboration with the team to ensure an appropriate programme of activities are in place and work with the young people to encourage and support participation. To accompany and support young people on holiday, short breaks and outings.
* Work professionally and in partnership with parents, social workers, agencies and other professionals of parenting the young people. Support and facilitate contact with family members where appropriate.
* To work collectively with team members in using effective care practice, de-escalating and diversionary strategies and recognise techniques to manage young people who exhibit challenging, threatening and confrontational behaviour. Consistently act in accordance with the company’s Behaviour Management policy and ensure appropriate recording takes place.
* To follow and act in accordance with all relevant aspects of legislation, regulation, and the company’s policies and procedures. Ensuring an understanding of how such issues are interpreted and followed in practice, keeping up to date with changes as they occur.
* Undertake and ensure all electronic and paper recording systems are completed on a daily basis whilst on shift in line with the company’s recording protocols. Participate in handover, team meetings/debriefing sessions etc.
* Undertake responsibility for individual young people in the house focusing on the specific needs identified in the care plan and reports, implementing and monitoring progress within the required timescales.
* Work in a non-discriminatory manner supporting the differing cultural, racial and religious needs of young people. Work constructively with colleagues and young people to enhance the positive value of working with difference, challenge attitudes and practices, which are inappropriate or unacceptable with the ethos of the house.
* To fully abide by and follow the company’s Health and Safety policies and procedures to ensure safe and effective working practices for the staff, young people and people visiting the house.
* In conjunction with the Director and team develop a positive public profile of the service ensuring good communication, relationships and that staff represent the service in a professional way. To ensure that the home exemplifies the highest quality of support to children, young people and adults by actively promoting continual improvements.
* Take responsibility for a designated area of work, or practice development as directed by the Home manager.
* To carry out any other tasks or duties deemed appropriate as directed by the home manager.
* To fulfil the role of key worker to a named young person attending their statutory reviews, planning meeting, ETE events, etc. Contribute to written records, review and updating of the care plan, the production of reports, and in ensuring their progress is monitored and recorded. To help organise and participate in young peoples’ and community meetings.

**Supervisory Responsibilities**

* To support and advise children, young people or adults to enable them to work effectively and integrate theory into practice, mentor new staff as part of their ongoing induction and development.
* To serve as a positive role model to all staff in demonstrating good and consistent care & support practice.
* To actively support the management of the service in achieving and maintaining an outstanding standard of service and uphold regulatory responsibilities and the continual development of the service.

**Working with Young People in a Person-Centred Approach**

* To be familiar with the background, care plan and daily progress of all children, young people and adults in the home and to help implement their individual care plans
* To play an active role in the lives of all children, young people and adults and to fulfil their emotional needs: to feel seen, heard, safe, respected, valued, supported, empathise with and cared for.
* To be aware of the need to maintain a protective environment for the children, young people and adults who have suffered abuse from others and to develop ways in which they are able to trust adults.
* To be able to acknowledge possible and recorded history of neglect or/and abuse the children, young people and adults have suffered and to be able to see beyond their presenting behaviour.
* To promote the rights, individuality and choice for children, young people and adults.
* To build positive and appropriate working relationships with children, young people and adults, ensuring adherence to boundaries and consistency of care practice.
* To organise, participate and facilitate community meetings.

**Personal and Professional Development**

* To attend all in-house and external training days/sessions; group clinical supervision and team meetings in order to develop a theoretical underpinning of residential home, supported housing and individual placements and support work. Attendance is required whether on or off shift.
* Complete all mandatory training requirements and refresher training to ensure knowledge and skills are updated and refreshed.
* To arrange and attend regular individual supervision with the Director and to take responsibility for raising and addressing any relevant issues.
* Take responsibility for own behaviour and practice and continue self-development through reading, research etc. provide peer support and guidance to other members of staff.
* Our regulatory standards require all staff to be qualified. The company will sponsor staff on the QCF (Qualification Credit Framework, formerly NVQ) level 3 Children’s and Young Peoples Workforce Diploma within six months of successful completion of the probationary period. It is a condition of employment that staff undertakes and satisfactorily completes the qualification within the prescribed timescale.

**Person Specification**

**Qualifications:
Essential**:

* From April 2016, it is a requirement to hold QCF level 3 Health and Social care.

**Desirable:**

* QCF/NVQ 3 in Care (preferable Children and Young People) or equivalent

**Knowledge & Experience:
Essential:**

* Experience with young people either paid or voluntary
* Experience of working with young people in a residential care setting
* Working knowledge of childcare and child developed through working directly with children, young people and adults
* An awareness of group dynamics

**Desirable:**

* Experience of working with young people with emotional & behavioural difficulties
* An understanding of current childcare and young person, adult legislation
* An awareness of and commitment to working in a non-discriminatory manner and supporting differing cultural, religious and racial needs

**Skills & Abilities
Essential:**

* A genuine interest in working with children, young people and adults
* willing to make a commitment to the job
* Able to engage appropriately with children, young people and adults to develop rapport
* Able to recognise conflict and challenging behaviour and situations
* Able to engage in variety of activities (including physical activities) to develop and sustain appropriate relationships with children, young people and adults
* Ability to manage personal and professional boundaries maintaining appropriate relationships with staff, children, young people and adults
* Ability to understand and work effectively with complex cases
* Good communication skills (written and verbal). The position involves being able to write logs, reports, daily records etc.
* Able to take direction and work effectively and cooperatively as a member of the team
* Ability to constructively engage with a wide network of professionals
* Able to handle own emotions and feelings, and support children, young people and adults to trust adults
* Ability to share and role model good and consistent child care, adult provision and practice
* Able and willing to undertake all tasks associated with children, young people and adults
* Hold a current full manual driving licence and prepared to drive as part of the work
* Committed to anti-discriminatory practice and anti-oppressive approach able to translate this attitude into practice
* Commitment to personally undertake further training and development
* Able to meet the requirement of the shift pattern

**Desirable:**

* Able to effectively use a range of strategies in dealing with confrontational or challenging behaviour from young people including de-escalating and approved hold techniques
* Ability to assume responsibility for the operation of the unit/home as required
* Able to demonstrate consistency of approach in dealing with a range of children, young people and adults
* Ability to understand the different dynamics and distinguish between the differing needs of the individuals and the group.

**This position involves travelling to various locations to take children, young people and adults** **to appointments, training school etc. it is therefore is an expectation of the role that you can fulfil this requirement.**