

The Serendipity Centre



every child deserves a chance

*The past is something that's gone forever
The future is something we will work on together*

Centre:	THE SERENDIPITY CENTRE	
Post:	Residential Child Care Worker	
Basis:	Bank Work	
Salary:	£9.75p plus £1.27p for holidays total of £11.02p plus £ 70.47p sleep over.	
Responsible to: (day-to-day issues)	Senior on shift	
Accountable to: (line manager)	Registered Manager	
Responsible for:	No direct supervisory responsibility	
Job purpose:	To provide a safe warm, caring and stable environment for those young people. To create a 'respectful' culture and ethos within the home in which the needs of the young people are paramount where they are encouraged to develop, mature and achieve their full potential.	
Serendipity Values		
Respect- due regard for the feelings, wishes, or rights of others		
Friendly- warmth and empathy towards others, always happy to help.		
Responsive- quick to react in the way that is needed, suitable or right		
Integrity- do the right thing		
Primary Responsibilities/Activities		% Time
Professional childcare provision		
1. Responsible to the registered Manager for the direct day to day care of the young people and to undertake other supportive tasks and duties		
2. To contribute to the development of the young people through the provision of a healthy life style		
3. To promote and provide a variety of appropriate, stimulating activities and a consistent and caring adult model.		
4. To be alert to signs of distress or abuse and to ensure that the young people are monitored and protected to have their needs met.		
5. To be sensitive to the needs of individual young people, taking account of disability, race, culture, language, religion and sexuality.		

<ol style="list-style-type: none"> 6. To engage, communicate, talk and listen to the young people. To observe their behaviour and record significant features. 7. To maintain, promote and encourage, where appropriate, young people's links and contact with their own families and friends 8. To contribute to care planning and the implementation of these plans 9. To participate in reviews and meetings required and prepare young people for these meetings 10. To provide additional support and comfort to young people under stress 11. To use relative strategies to control the behaviour of young people who are unable to manage their own behaviour 12. To provide for children and young people's physical needs as necessary, for example by attending to personal care needs, cooking, cleaning, washing, shopping and budgeting or by enabling young people to carry out such tasks themselves. 13. To undertake risk assessments and implement stay safe strategies. 14. To transport young people to school, afterschool/weekend activities and meetings 15. To follow the Policies and Procedures of Serendipity Educational Services 16. To assist young people in realising their full potential in terms of the five outcomes as set out in Every Child Matters and the Children's Act 2004. 	60%
<p>Relationships with colleagues</p> <ol style="list-style-type: none"> 1. To act as a member of the staff team, supporting colleagues and being prepared to receive support and advice as necessary. 2. To participate in staff meetings as required. 3. To act flexibly, within reasonable bounds to ensure the necessary cover for the home following induction. 	15%
<ol style="list-style-type: none"> 4. To inform colleagues of relevant information and developments, e.g. handover. 	15%
<p>Household responsibilities</p> <ol style="list-style-type: none"> 1. To share in the practical activities necessary to maintain a home. 2. To set high standards in home-making. 3. To care for the fabric, equipment and grounds. 4. To be accountable for monies allocated for specific purposes. 5. To ensure health and safety standards are achieved and maintained. 	
<p>Personal</p> <ol style="list-style-type: none"> 1. Following induction to take responsibility for own professional development. Keep abreast of good practice, Company policy and procedures in order to develop skills, knowledge and experience and to undertake all mandatory training. 2. To make use of regular professional supervision. 3. To inform the Registered Manager via the line management structure or appropriate other of malpractice or evidence which may suggest this. 4. To undertake and feedback on relevant training courses. 6. To participate and support in projects on specific issues as identified by the Registered Manager e.g. as mentor, health and safety rep. Key worker etc. 	10%

Additional information

It is the nature of the work of Serenity that tasks and responsibilities are, in many circumstances unpredictable and varied. All employees are therefore, expected to work in a flexible way when the occasion arises so that tasks which are not specifically covered in the job description have to be undertaken. These additional duties will normally be to cover unforeseen circumstances or changes in work. If the additional responsibility or task becomes a regular or frequent part of the member of staff's job, it will be included in the job description in consultation with the member of staff. You will be required to become proficient in behavioural management techniques including physical intervention. Team Teach will provide appropriate training.

Internal and External Relationships

To work collaboratively with young people, their families, residential workers and all external agencies

Special Requirements

- Ⓒ To act as a role model for young people, setting a good example in terms of behaviour, dress, punctuality and attendance. As an aspiring Centre of Excellence in the care and education of girls with complex individual needs the post-holder will be expected to adopt and maintain very high professional and personal standards;
- Ⓒ The post-holder will be expected to take interest in their own self-development and to participate in the Centres performance management framework.

Applicable Contract Terms and Duties**Notes**

The list above is not exhaustive and other duties may be attached to the post without changing the general character or level of responsibility associated with the post. This job description will be reviewed annually as part of the performance management process. A review can also be initiated outside of the annual review process by either the post-holder or the Registered Manager.