

Job Description

1. Job Title:

Residential Support Worker (RSW)

2. Purpose:

To work within the relevant regulatory requirements provided by Social Care Wales (SCW) and the Care Inspectorate Wales (CIW), to provide high quality care, support, mentoring and wellbeing outcomes for Children and Young People between the age of 8-17.

3. About us:

At Lighthouse Residential Homes our aim is to ensure every child and young person realises and achieves their fullest potential. We do this by providing safe and loving homes, with professional and nurturing colleagues who are dedicated to their success.

4. Location and Accommodation :

25 Auburn Avenue, Sandfields, Port Talbot, SA127RD. 3 x bedroom home, with spacious new garden, external tutoring office, 1 x staff bedroom and 1 x internal office for sleeping. The home is very close to the beach front in Neath Port Talbot.

5. Contract type and hours:

- Full Time
- As per rota

6. Accountable to:

Senior RSW, Registered Manager, Responsible Individual/Director.

7. Company pension scheme

- All employees will be enrolled on a NEST pension scheme.
- Employer contribution 3% / Employee contribution 5%
- Colleagues have the option to opt out if required.

8. Annual Leave

You are entitled to annual leave in accordance with the statutory minimum as set out in the Working Time Regulations. This entitlement is currently 28 days per year for full-time employees.

The holiday year runs from April 01 to March 31st. You must request annual leave in advance and obtain approval from your line manager. Unused holiday entitlement cannot be carried over to the next holiday year unless otherwise required by law.

9. Sick Pay

In the event of illness or injury that prevents you from attending work, you will be entitled to receive Statutory Sick Pay (SSP) in accordance with current legislation. SSP is paid at the standard rate set by the government and is subject to periodic review and adjustment by statutory authorities.

10. Benefits

- Employee referral bonus of £200 when probation is completed.
- Food provided on shift (Breakfast, Lunch, Dinner)
- Dedicated mental health first aid support.
- Health and wellbeing programme
- Adventurous Activity Programme
- Subsidised gym subscription
- Good practice recognition
- Casual dress, no uniforms
- Blue Light Card (discounts)

11. Hours and Shift pattern:

- Shift = 0730 day 1 – 0800 day 2 (includes a sleep in 2300-0700)
- See Rota attached

12. Training and Qualifications:

- Suitable level of Maths and English (Ideally GCSE)
- Full Induction prior to start.
- Excellent on-going training and development provided.
- Level 3 Diploma in Residential Care (QCF) – can be gained during employment
- All qualifications free and fully funded.
- Leadership Management Programme available.

13. Key requirements and responsibilities of the role:

The following are the essential professional expectations of an RSW:

Attitude, Behaviours & Characteristics.

- Committed to children and young people.
- Honesty, integrity, professionalism & personal accountability.
- Calm, evidence based and emotionally considerate decision making.
- Fun, adventurous, playful, curious, and empathetic.
- Flexible and dynamic
- Commitment to Equality, Diversity, and Inclusion

- Punctual, diligent, attentive.
- Committed to acting in line with values and standards.

Duties and responsibilities.

- Warm and caring relationship building that provides high quality care, facilitates play and leisure activities, whilst encouraging educational development.
- Ability to communicate and engage with C&YP in an appropriate manner.
- Able to analyse, support and challenge behaviour effectively and appropriately.
- Diffusion, calming techniques, emotional support and appropriate behaviour management.
- Knowledge and practice of key models of care: Codes of Practice, PACE, Trauma Informed, Maslow's Hierarchy of Needs, development, key working, independent living skills, behaviour support, Childrens Rights, safeguarding, key outcomes etc.
- Working in a team and supporting shared goals and responsibilities.
- Adherence to the statement of purpose, relevant policies, processes and procedures.
- Promoting and encouraging age-appropriate Independent Living Skills.
- To “**R**ecognise, **R**espond, **R**efers, **R**ecord, **R**evisit and **R**eflect” appropriately to any safeguarding concerns or actual harm of C&YP.
- Complete daily routines, house chores and administration.
- Understand and support care planning and key working.
- Administer prescribed medication in line with health and policy guidance.
- To Enable, Encourage & Empower C&YP to participate & influence service decisions.
- To escort C&YP to school, family visits, medical appointments via driving.
- Accompany C&YP on short breaks & adventurous trips.
- Connecting and sharing important information with relevant stakeholders.
- Health and Safety/Fire Procedures, COSHH, Risk management.
- Basic IT skills, including use of our Customer Relationship Management platform.
- Accurate and timely record keeping, maintaining confidentiality and data protection requirements
- Work a rota pattern that includes days, evenings, nights, sleep ins, weekend and bank holidays, and be flexible when necessary.
- To be a designated company representative for important aspects of the service.
- To attend training, team meetings and 1-1s/supervisions.
- Any other reasonable requests in line with the role, as required by line managers.
- Potential to lead shift if required.

Other essential requirements

- To be able to work weekends and bank holidays when required (ROTA basis)
- Willingness to learn and promote basic aspects of the Welsh language
- Commitment to adhere to all policies and procedures.
- Personal accountability for own health and safety and that of others when carrying out relevant duties.
- Commitment to service Equality, Diversity, and Inclusion (EDI)
- Full Drivers Licence and willing to use work vehicle to transport C&YP
- Child and Young Person focused.

14. License & certification requirements:

- Full UK Driving License with no more than 6 points (use of company cars)
- Enhanced DBS essential (paid for by employer)
- Must be at least 21 years of age

15. Flexibility:

The role may require flexibility to meet urgent needs. You will be required to adopt a flexible attitude subject to the needs of the service and the C&YP we serve.