Cumberland Council

Post Specification

Date	**March 2023**
PG Number	**6104**
Post Title	**Outreach and Residential Support Worker**
Job Family	**People, Care and Development**
Job Family Role Profile	**PCD7**
Final Grade	**Grade 9 (80 JWC's)**

To be read in conjunction with the job family role profile

Service Area description
Children and Young People
Purpose of this post
To improve outcomes for children and young people identified as being on the edge of care, at risk of placement breakdown, or on a planned return home from being in care.
Key job specific accountabilities
1. Work with children and their families to improve and promote positive relationships 2. Contribute to the setting of goals and targets to meet the individual needs of the children and families 3. Work as part of a multi-agency team around the child to an agreed plan which includes supporting young people in their own homes on identified targets. 4. Transport and/or escort children sensitively and safely. 5. Prepare and maintain accurate written records and reports in accordance with departmental requirements including statutory functions. 6. Support an effective interface between child, family and school were support has been identified as part of their plan. 7. Support young people in the residential setting on short breaks adhering to the regulations policies and procedures as stipulated in the Children's home regulations 2001 and any subsequent amendments. 8. Ensure that the voice of children and young people is heard and informs assessment review and direct work. 9. Work and evidence therapeutic direct interventions with children and young people, who have complex needs, their parents and carer/s in accordance with the agreed plan. 10. Support children and young people by introducing strategies to deal with anger, self-esteem, grief and loss, attachment issues, anti- bullying, keeping safe and relationships. Including therapeutic crisis intervention strategies. 11. Adhere to the practice of individual staff supervision and annual appraisal in order to maintain the highest possible levels of skill, expertise and personal development. 12. Conduct all work in accordance with County Council Equality and Diversity policy and in a non-discriminatory and anti-oppressive manner.
Please note annual targets will be discussed during the appraisal process
Key facts and figures of the post

Budget Responsibilities	• None

Staff Management Responsibilities	• None
• **Other**	• Maintaining and updating paperwork relevant to the young person's file and appropriate management of the residential unit responsibilities. • Use of ICT equipment including access to ICS

Essential Criteria - Qualifications, knowledge, experience and expertise

- NVQ 3 or equivalent in a relevant professional area, social care, NNEB, child care
- Evidence of ongoing professional development.
- NVQ4, degree or equivalent in relevant professional area, Education, social care, child care Counselling (Desirable)
- Parenting programmes (Desirable)
- Knowledge of current relevant national policies, statutory guidance and legislation in respect of children and young people including child protection
- Knowledge of child development 8-16 inclusive
- Knowledge of managing challenging behaviour
- Understanding of working with drug, alcohol, domestic violence and mental health issues
- Knowledge of attachment theory and behaviours
- Understanding of Equality and Diversity issues
- Knowledge of the impact of loss and trauma on children and young people
- Awareness of Health and Safety requirements (Desirable)
- Knowledge of the way in which partners work e.g. schools, health agencies housing providers (Desirable)
- Knowledge of therapeutic crisis intervention strategies. (Desirable)
- Experience of working with individual children and young people 8 – 16 their families and/or carers
- Experience of working with other agencies and partners to improve outcomes for children and young people
- Experience of working within a residential setting supporting young people with challenging behaviours
- Previous experience of working in and a good understanding of the services provided by a Children's Services directorate(Desirable)
- Experience of group work (Desirable)
- Experience of Parenting programmes (Desirable)
- Experience of working with challenging families (Desirable)
- Experience of working with children with complex needs (Desirable)
- High level of interpersonal skills
- Ability to communicate at all levels with effective concise, relevant and accurate material both written and verbal, to meet the individual needs of children and young people and their families
- Ability to prioritise and manage work effectively to reach agreed timescales and deadlines
- Ability to deal with difficult, sensitive, emotional and stressful work
- Ability to risk assess and respond to a range of situations
- Ability to work within settings and the community independently
- ICT competent in using Microsoft Word, Excel, Email and Internet
- Ability to assess, complete and review a needs led child's plan
- Good observation and active listening skills
- Ability to manage confidential information
- Ability to work on own initiative and as part of a team
- Professional integrity, reliable, consistent, adaptable and resilient
- Ability to motivate and develop others
- A willingness to commit to ongoing professional development and training
- Ability to show empathy and understanding of other views
- Group work skills including parenting programmes (Desirable)

- Awareness of the impact on children of emotional and social circumstances and events (Desirable)
- Ability to produce quality court reports (Desirable)
- Able to problem solve and offer solutions (Desirable)

Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.
- The level of check required is:
  - DBS enhanced - Children

Job working circumstances

Emotional Demands	•
Physical Demands	• Physical fitness in order to undertake TCI refresher training 6 monthly and engage with young people on activities
Working Conditions	• Ability to lone work and manage time for outreach sessions and report writing • Sleep in duties are required for the respite support

Other Factors

- Able to work flexible and unsocial hours
- Ability to travel independently
- Ability to undertake residential duties including sleep in duties and shift work.