

## Residential Child Care Practitioner Job Description

*You don't need any qualifications to start your career in residential childcare, as long as you've got the right personal qualities - such as a caring nature, patience, resilience and the ability to work as part of a life-changing team. You'll get paid while you train and supported every step of the way to progress your career.*

- Post:** Residential Child Care Practitioner
- Responsible to:** Senior Child Care Practitioner & Registered Manager.
- Schedule:** Monday – Sunday shifts between 08:00 – 22:00 or 08:00 – 23:00 with a sleep in.
- Salary:**
- Starting Salary for a non-driver:** £24,180.00 annually, plus £50.00 for each sleep-in shift
  - Starting Salary for a driver:** £24,570 annually, plus £50.00 for each sleep-in shift
  - Confirmed in Post:** £25,272 annually, plus £52.00 for each sleep-in shift
  - Completed Level 3:** £26,033 annually, plus £55.00 for each sleep-in shift
  - Shift Lead – Senior Pathway:** £26,813 annually, plus £60.00 for each sleep-in shift
- (Qualified Residential Support Worker salary is based on the proven existing completion of a Level 3 Diploma for Residential Childcare).**

### Benefits:

- Fully funded Level 3 qualification in Residential Childcare.
- Earn a £100 bonus for achieving a 'Good' Ofsted rating and £200 for an 'Outstanding' rating.
- Access to our Employee Assistance Programme, offering support for wellbeing and mental health, plus exclusive discounts at various businesses.
- Discounted gym membership.
- Opportunity to win up to £100 for Team member of the quarter.

- Complimentary meals during your shifts.

We are committed to safeguarding and promoting the welfare of children and young people. All successful applicants will be subject to thorough reference checks and an enhanced DBS clearance. It takes all kinds of people with different ideas and backgrounds to care for young people with different needs. We're proud to be an equal opportunity employer and are dedicated to making sure everyone feels included and valued, no matter who they are.

### **About Olive/Willow Lodge & the young people you'll care for:**

Olive Lodge is a three-bedroom home located in Derby, dedicated to supporting young people aged 7-17 with emotional and behavioural difficulties (EBD) and a range of other diverse needs. Designed to accommodate up to three young people at a time, Olive Lodge provides a safe and nurturing environment where young people can explore new opportunities, form meaningful relationships, and enhance their confidence, independence, and social-emotional skills.

Willow Lodge is a three-bedroom home located in Burton Upon Trent, dedicated to supporting young people aged 7-17 with emotional and behavioural difficulties (EBD) and a range of other diverse needs. Designed to accommodate up to three young people at a time, Willow Lodge provides a safe and nurturing environment where young people can explore new opportunities, form meaningful relationships, and enhance their confidence, independence, and social-emotional skills.

### **What we are looking for:**

Success in this role starts with reflecting on your personal qualities and the strengths you can bring to the team.

- Are passionate about working with young people?
- Do you feel confident in yourself, comfortable working with children, young people, and other professionals?
- Are you a strong team player, ready to work with and support others to achieve shared goals?
- Do you have excellent communication skills?
- Is caring for and supporting others something that comes naturally to you?

- Can you build positive, trusting relationships and are you willing to put in the effort to maintain them?
- Are you resilient, able to stay calm and composed even in challenging situations?
- Can others trust you with important responsibilities?
- Are you able to drive and hold a full UK manual or automatic driving licence, or a valid overseas driving licence?

### **What will I be expected to do:**

- Build trust and positive relationships with the young people you support.
- Help children with all areas of their lives, like planning activities, going to appointments, supporting their education, and offering guidance and encouragement.
- Collaborate with parents, carers, and professionals to give young people the best possible support.
- Help with cooking, cleaning, and keeping the home safe, comfortable, and welcoming.
- Use electronic systems effectively to do your job well.
- Write down important information and make sure records are accurate and up to date.
- Always follow safety rules to protect the young people and others.
- Keep calm and composed, even in tough or stressful situations.
- Role Model positive behaviour and a caring attitude for young people to look up to.
- Attend training, meetings, and develop your skills to provide better support.
- Be ready to adjust to new tasks or changes in plans when needed.
- Make sure the home feels supportive and safe for everyone living there.
- Be ready to take on similar tasks or new duties when asked by your manager.
- Follow all health and safety rules to keep everyone safe.
- Respect people's privacy by keeping all work information confidential.
- Follow the Equal Opportunities Policy to ensure everyone is treated fairly and with respect.
- Stick to the no smoking policy and other workplace rules.

- Always follow safeguarding rules, tell your manager how things are going, and report any serious concerns straight away.
- Be ready to handle unexpected tasks that aren't listed in your job description.
- Sometimes, you might need to travel to other sites for training, meetings, or to help out.

This list doesn't include everything you might do. You'll be expected to take on other tasks if your role changes or if it helps Lundi Education and Care Services achieve its goals.

## Person Specification

A= Application Form, I = Interview

Qualifications and Experience	Essential	Desirable	Source
Experience in a care/support environments i.e. charities, Inclusive Education Environments, Health and Wellbeing Centres, health care, Care homes, nursing homes, Youth Services and Clubs etc.	X		A, I
Either holding a Level 3 qualification in Residential Childcare or a commitment to completing a course to obtain one.	X		A, I
Previous experience in working with children, young people or adults with emotional and behavioural difficulties.		X	A, I
Skills and Ability	Essential	Desirable	Source
Excellent verbal and written communication skills	X		A, I
Good computer skills, with strong attention to detail and effective record-keeping.	X		A, I
Ability to build professional, positive relationships with young people and role model.	X		A, I
Demonstrates high emotional resilience in response to the challenges of the role.	X		A, I
Willing to seek guidance and support when necessary and open to acknowledging mistakes for continuous professional growth.	X		

Able to work collaboratively within a team while also taking initiative.	X		
Able to develop creative and effective activity sessions.	X		
<b>Knowledge</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Knowledge of the basic needs of children and young people.	X		
Understanding of the role of a Residential Child Care Worker.		X	
Understanding of the principles of safeguarding and Child Protection legislation.		X	
<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Enthusiasm and flexibility.	X		
High level of integrity and honesty.	X		
Calm and composed even in challenging situations.	X		
Commitment to personal development and willingness to undertake further training as required	X		
<b>General</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
In good physical health to allow for safe physical interventions.	X		
Full Manual Driving License.	X		
On the DBS update Service.		X	

**I acknowledge receipt of this job description and confirm my agreement to the above expectations and responsibilities.**

<b>SIGNATURE:</b>	Post Holder
<b>DATE:</b>	

<b>SIGNATURE:</b>	HR
<b>DATE:</b>	

