

Senior Residential Childcare Practitioner

Ready to make a real impact and lead with purpose? At Lundi Education and Care Services, we're committed to providing every child with a safe, nurturing environment where they can thrive. We're seeking a passionate Senior Residential Childcare Worker to join our team and help shape brighter futures for young people who need it most.

Responsible to: Deputy Manager & Registered Manager

Schedule: 08:00–22:00 or 08:00–23:00, Monday to Sunday, including weekends and public holidays. 37.5 hours on average per week. Sleep-in duties are a required part of the role.

Salary: £30,022.50 - £35,055.51 per annum including sleepins

(Qualified entry salary is based on the proven existing completion of a Level 3 Diploma for Residential Childcare or equivalent with a certificate).

Benefits

- Fully funded Level 3 & Level 5 Diplomas
- £100 Ofsted Good bonus, £200 for *Outstanding*
- Employee Assistance Programme (wellbeing, counselling, retail discounts)
- Discounted gym membership
- Team Member of the Quarter rewards
- Free meals on shift

What We're Looking For

- Level 3 Diploma (or working towards) in Residential Childcare
- Min. 2 years' experience in residential childcare, including 1 year in a senior/shift lead role
- Willing to complete Level 5 Leadership in Residential Childcare
- Full UK driving licence
- Strong communication and organisational skills
- Calm under pressure, problem-solving ability
- Confident supporting care plans, routines, personal care & medication
- Knowledge of safeguarding, health & safety, and first aid

Key Responsibilities

- Lead shifts, ensuring children are safe, engaged, and supported
- Oversee care plans, education, and daily routines
- Supervise and guide residential staff, including training and development
- Ensure all records, reports, and safeguarding procedures are followed
- Raise concerns promptly with management
- Maintain professionalism, confidentiality, and compliance with policies
- Contribute to a positive, safe, and inclusive home environment

Our Commitment

We prioritise safeguarding, diversity, and inclusion. All roles require thorough references and enhanced DBS clearance.

Main purpose of job:

The Senior Support Worker will provide first line management and lead a small team of support staff. They will be responsible for ensuring all current and newly referred young people receive high-quality, person-centred support. They will lead and support practice development within the team and will provide coaching and mentoring to team members.

In order to ensure the Senior Support Worker has the opportunity to establish and maintain direct contact and involvement with those we support; an element of their role will be direct support provision.

They will be responsible for preparing and maintaining up to date placement plans and co-ordinating the provision of high quality, individualised, support by support staff. They will ensure good joint working practices are established and maintained with relevant parties.

Key to the job is adopting a proactive approach to achieving a positive, engaging, promotional and relationship building role with Local Authorities and all other stakeholders.

Key responsibilities

1. To undertake a lead role in ensuring the care and welfare of each child in placement.
2. To give guidance and support to all Residential Support Workers.
3. To be responsible for the supervision of designated members of staff and record this in the supervision form.
4. To raise any concerns with the Home Manager as appropriate.

In support of Key Responsibility 1

1. To plan, manage and lead shifts ensuring children are kept safe and engaged throughout the day.
2. To ensure the Placement Plan for each child is followed and adhered to at all times.
3. To ensure education is promoted and supported and that each child's attendance in education is maintained.

In support of Key Responsibility 2

1. To ensure that all staff act in a professional manner.
2. To ensure all policies and procedures, as well as risk assessments, are adhered to at all times.

3. To ensure that all staff comply with duty rotas and are included on a 'rolling rota' to gain maximum experience in the working methods of other staff.
4. To ensure that all staff read the Daily Logs, to check all messages at the beginning of work or at any point during the working day as required.
5. To ensure that all staff have written up any incident / accident forms or restraint forms as applicable and that such information is passed to the Registered Manager/home manager within the agreed timescale.
6. To ensure that all staff are familiar with and follow Local Authority Child Protection Procedures and Families for Children Residential Services 'Safer Caring and Child Protection Procedures'.
7. To report immediately to the Registered Manager any issues regarding Child Protection matters.
8. To ensure that all staff are familiar with Policies and Guidance Notes with regard to the care of children, as well as subsequent guidance.
9. To ensure that all staff maintain confidentiality at all times.

In Support of Key Responsibility 3

1. To assist or undertake effective supervisions as required.
2. To offer advice and encouragement to supervised staff with regard to individual training needs.
3. To ensure that all staff under their supervision undertake and complete training in accordance with their induction training schedule and Personal Development Plan.
4. To raise any concerns regarding an individual member of staff's progress or attitude with the Registered Manager / home manager (if serious) or at the member of staff's next supervision.

In Support of Key Responsibility 4

1. To raise any serious issues or concerns directly with the Registered Manager.

General

1. To attend meetings and training as required.

2. To share the responsibility for creating a pleasant working environment.
3. To be flexible in hours of work in order to meet tasks required.
4. To be aware of Health and Safety regulations particularly as related to the upkeep of the building and its surroundings.
5. To undertake any other duties that may be reasonably requested.
6. To safeguard and promote the welfare of children and be aware of relevant policies and procedures.
7. Adhere to and promote the Company's Equalities, Inclusion and Diversity Policy.

The above is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall objectives of Lundi Education and Care Services.