

Job Description

Support Worker for Registered Supported Accommodation

At Next Step Independence we look for people who want to make a difference to the lives of children and young people.

We specialise in supporting children and young people who have experienced high levels of trauma, neglect, and crisis in their young lives, resulting in them experiencing complex challenges. This can often leave them feeling unsettled, scared and unwanted.

Our aim is to encourage and support them to actively participate in the broader community, whilst also building upon their hopes and aspirations for their future so they can achieve their independence.

Our Requirements (E: Essential and D: Desirable)

- Over the age of 21 (E)
- The right to work in the UK (E)
- Ability to travel and hold a clean driving license (E)
- Have use of vehicle with business insurance (E)
- NVQ 3 in Health/ Social Care/ Youth Work/ Education or be able to demonstrate skills and experience in a related field of work (D)
- Enhanced portable DBS (D)

Our Rewards

- 28 days paid holiday.
- Induction Training and on-going personal development training including fully funded apprenticeship qualifications.
- Pension Scheme.
- Excellent career prospects.
- Paid overtime.
- Wellbeing and Mental Health benefits via an Employee Assistance Programme.
- Shopping discount card (Blue Light Card).
- Long Service Recognitions rewards.
- Company-wide events.
- Enhanced Maternity / Paternity / Adoption Leave (**subject to criteria*)

The role

The role is based in one of our Ofsted Registered homes for young people aged between 16-18 years old. Each of our homes are staffed 24 hours a day and the role includes taking part in the 7-day a week rota system and sleep-ins. As part of a team, you will also assist with the running of the home and supporting our young people in their day-to-day activities.

Responsibilities

- Ensure the safety & wellbeing of our young people and to ensure all safeguarding concerns are reported quickly and appropriately.
- Work directly with our young people to support them with the development of their personal, social, health and educational needs.
- To support and encourage our young people to identify and engage in a range of positive activities.
- To provide opportunities for our young people to increase their self-esteem and engagement within the community.
- Recognise each individuals' strengths and then support them to identify and build on those strengths. This will involve identifying individual motivators and supporting the individual to maximise their potential (both young people and staff alike).
- Advocate for our young people as appropriate, encourage our young people to advocate for themselves. Ensure that our young people are able to express their views, and are involved in the planning, delivery, and evaluation of services.
- Act as a positive role model, recognising your own strengths, interests, or activities that you enjoy engaging in.
- Develop and follow support plans and assessments. Contributing towards new assessments including risk assessments as required.
- Undertake administrative work as directed by your line Manager.
- Support our young people to engage with appropriate professionals' organisations.
- Establish and maintain relationships with community groups, in order to create positive opportunities for our young people.
- An effective communicator, both verbally and in written form. To keep records up to date and write reports as required.
- To work with different approaches to positive behaviour management including de-escalation strategies.
- Have a good understanding of the companies' policies and procedures, including Safeguarding. All staff must keep the welfare and safety of children/vulnerable adults as paramount in their working practice.
- Develop and maintain an up-to-date knowledge of the welfare benefit system.
- Attend all training sessions as directed by your line manager or other more senior members of staff.
- Take part in the staff rota, working at different times of the day including undertaking sleep-in duties at night. All staff are expected to show flexibility and help cover sickness, annual leave and other absences as required.

- Work as a part of a team. Both attending and when required, running staff meetings, supervisions, and training sessions.
- Have a good understanding of equal opportunities and work within anti discriminatory policy.
- Attend and actively engage in your own supervision & training sessions.
- To undertake any other duties as may be required by management. This will include domestic chores, routine maintenance and decoration of the home, day-to-day garden maintenance, although this list is not exhaustive.

Special Conditions

- Weekend, evening, night and bank holiday working is required on a rota basis within the shift pattern of the home.
- Subject to a 6-month probation period on appointment which is confirmed in writing and may be extended if necessary.
- To work in other homes within the organisation depending on operational requirements and must hold a full driving license (manual) and have access to their own car.
- To maintain confidentiality and observe data protection guidelines.
- To undergo an Enhanced Criminal Record check every 3 years and to undergo whatever checks or registration requirements may be required from time to time by Ofsted.

Skills and qualifications

(Essential) Experience of:

- Remaining calm, while under pressure.
- Working in a residential setting.
- Inter-agency work.
- Child Protection / Safeguarding / Health & Safety.
- Risk Assessment procedures.

(Desirable) Knowledge around:

- Welfare Benefits including Universal Credit and Housing Benefit/Local Housing Allowance.
- Housing Options for young people.
- Knowledge of Substance Misuse / Mental Health issues / Self-harm and Child Sexual Exploitation.
- An interest in a particular activity (such as sport, cooking, etc.) and the ability to encourage our young people to engage in that activity.

(Essential) Understanding of:

- Current Influences and pressures on young people.
- Different behaviour management strategies.
- Child Development.

Equality and Diversity

Promote equality and value diversity by interpreting equality, diversity, and rights in accordance with legislation, policies and procedures and relevant standards.

Identify patterns of discrimination and take actions to overcome this and enable others to promote quality and diversity and a non-discriminatory culture that supports people in exercising their rights.

Safe Recruitment

At Next Step Independence we are committed to safeguarding and promoting the welfare of our children and young people in our homes and teams across the whole organisation.

We apply robust safer recruitment and selection procedures aligned to Ofsted's regulations, to ensure that the people selected are right for the job, and that all candidates are appropriately screened prior to appointment.