

## **Senior Residential Care Worker** (Advertised Internally and Externally)

**CONTRACT TERM:** Permanent positions based in Elland

**SALARY:** NJC pt. 21 to 26 (£30,825 to £34,834) Plus shift allowance

**CONTRACT TYPE:** Full-Time Permanent (to include weekends, evenings and sleep-in shifts and bank holidays)

**START DATE:** As soon as possible

**CLOSING DATE:** Ongoing until recruitment campaign completed

**INTERVIEW DATE:** At earliest convenience

The Smith Foundation is committed to safeguarding and promoting the welfare of children and adults and expects all staff to share this commitment. Our recruitment process aims to create and maintain a safe workforce and contains robust vetting procedures. The successful applicant will be appointed subject to references and enhanced DBS check (this is a position working in regulated activity). The successful candidate will be subject to a rigorous safer recruitment process and must adhere to a strict code of conduct regarding behaviour at all times. Shortlisted candidates will be subject to online searches in accordance with KCSIE 2023.

Please note that you must be 22 years old or above to apply as per Children's Home Regulations. You must also have a valid driving licence.

Due to an internal promotion we are looking to appoint highly motivated, enthusiastic, reliable and proactive Senior Residential Care Worker, with excellent communication skills and the ability to form strong relationships with children and young people.

- Are you a reliable, enthusiastic and highly driven individual with experience in working with vulnerable Children and young people?
- Do you have the ability to build strong relationships with children and young people, and the resilience to handle challenging behaviour effectively?
- Are you excited by the rewards and challenges of working with very special, complex young people?

We have exciting opportunities for therapeutic care givers to join our brand-new Residential Service at Boothroyd House.

We are looking to appoint highly motivated, enthusiastic, reliable, and proactive individuals who have a strong commitment to ensuring all within their care are both safe and cared for. They must be nurturing and supportive, with excellent communication skills and can form strong relationships with children and young people, team members, parents and carers, and key safeguarding partners.

Our home will provide care for up to 4 boys aged between 7-18 who may have a range of complex needs in addition to impaired social or cognitive functioning due to early life trauma and attachment difficulties. By working in partnership with a supportive and experienced Registered manager, Deputy Manager, Clinical Lead, and other colleagues you will be responsible for helping create and maintain an environment where safe, consistent, creative, and enabling care for the children and young people (who can present with complex and challenging behaviours) is the standard. Alongside our Safeguarding stakeholders in the wider community, your role through collaborative partnerships, will be to support yourself and the team to work within our Model of Care, promoting and facilitating positive outcomes.

### **APPLICATION INFORMATION**

Visits to The Smith Foundation are encouraged. For further information on this post please contact Ian Perrow, Appointed Manager at the following email address: [ian.perrow@thesmithfoundation.org.uk](mailto:ian.perrow@thesmithfoundation.org.uk) or contact the HR department on email address: [hr@thesmithfoundation.org.uk](mailto:hr@thesmithfoundation.org.uk)

All our roles are by application via TES.com. Please apply by visiting our vacancies page on the Foundation website <https://www.whsschool.org.uk/about/vacancies/> (please note we do not accept CV's).

*" Children's physical health needs are fully met. Staff encourage children to be active. This supports their emotional needs as well as their physical well-being." (Ofsted 2022)*

## JOB RESPONSIBILITIES

The successful candidate will:

- Be qualified to Level 4 in Health & Social Care or NVQ Level 3 Diploma in Children & Young People's Workforce qualification
- Have at least 2 years 'experience within Residential Childcare and working alongside young people
- Have a proven track record in supervising and managing people
- Act as a role model; be able to empower, motivate and provide a high level of support for the team and young people
- Demonstrate experience of acting ethically, with integrity and empathy, as well as commitment to working towards these values
- Be passionate in motivating, inspiring and safeguarding young people, and the team members in their care
- Embrace and support Boothroyd House's Quality of Life and Positive Behaviour Support ethos
- Ensure that Quality of Life underpins all work with children & young people/families and fellow colleagues
- Have the ability to develop positive and sustainable relationships with children and young people
- Be an outstanding practitioner able to provide stimulating recreational opportunities
- Be a creative and reflective individual who inspires confidence in meeting the needs of our young people
- Be highly motivated and able to contribute to collaborative working with colleagues and wider partners
- Be able to demonstrate resilience, motivation and commitment
- Have a positive attitude and mind-set, embracing the positive physical and mental health and wellbeing ethos. This includes role modelling self-care and reflection as part of our wider strategy
- Have the ability to promote and celebrate diversity, collaboration, and equality at all times
- Be honest and act with integrity, be trustworthy and understand the need for confidentiality.

## OUR OFFER

- A friendly and inclusive working environment.
- Opportunities to truly enrich the lives of our children and young adults and make a positive difference.
- A Quality of Life and Well-being programme of activity, experiences and gifts.
- A competitive defined contribution pension scheme.
- An employee assistance healthcare cashback plan.
- Life Assurance Scheme (4x annual salary).
- A full induction programme, including an outstanding network of support.
- A learning and development programme and continuing professional development.
- Assistance with childcare savings and cycle to work scheme.
- Subscription to Head Space, Perks at Work and Discount for Teachers online apps which offers hundreds of discounts and benefits.
- 50% towards the cost of branded work wear.
- Personal health and fitness training, and a financial advisory service.
- Free staff lunches and on-site parking.
- Staff Savings Scheme.
- One life day and one additional life day if 100% attendance is achieved.
- BUPA Membership.
- Mobile Phone & Remote Working Technology.
- An attractive salary.