



# Cumberland Council

## Post Specification

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

To be read in conjunction with the job family role profile

<b>Service Area description</b>	
Children and Young People	
<b>Purpose of this post</b>	
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.	
<b>Key job specific accountabilities</b>	
<ol style="list-style-type: none"> <li>1. Work with children and their families to improve and promote positive relationships</li> <li>2. Contribute to the setting of goals and targets to meet the individual needs of the children and families</li> <li>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.</li> <li>4. Transport and/or escort children sensitively and safely.</li> <li>5. Prepare and maintain accurate written records and reports in accordance with departmental requirements including statutory functions.</li> <li>6. Support an effective interface between child, family and school where support has been identified as part of their plan.</li> <li>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.</li> <li>8. Ensure that the voice of children and young people is heard and informs assessment review and direct work.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>12. Conduct all work in accordance with County Council Equality and Diversity policy and in a non-discriminatory and anti-oppressive manner.</li> </ol>	
<b>Please note annual targets will be discussed during the appraisal process</b>	
<b>Key facts and figures of the post</b>	
<b>Budget Responsibilities</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>
<b>Staff Management Responsibilities</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>

- **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

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### 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.