

## Job Description and Person Specification

<b>Job title</b>	<b>Support Worker (Internship)</b>
<b>Reports to</b>	Deputy Manager and Residential Manager
<b>Length of internship</b>	13 weeks Start date: 01/10/24
<b>Salary</b>	£11.44 per hour
<b>Hours</b>	40 hours per week full-time/ Expenses N/A
<b>Location</b>	Peterborough, with the willingness to travel
<b>Job Summary</b>	<p>We are looking for support workers to join our residential service which provides care and therapeutic support for children and young people aged 10-17 years who are in residential care with emotional behavioural difficulties.</p> <p>As a support worker you will provide consistent care for young people in care and help them to work towards positive outcomes, learn valuable life skills, and live independently in the future.</p> <p>In this role you will proactively provide the support, build positive and trusting relationships with young people which is essential to achieve the best possible outcomes in their lives through the implementation of the trauma informed practice and PACE. Training for these practice models will be provided.</p> <p>As a support worker you will be engage in the effective support of young people, providing them with a caring and positive environment so they feel supported with their safety, health, and education, managing and reducing their risks. Always building on their strengths and helping them work towards positive outcomes, learn valuable life skills and live independently in the future.</p>

### Responsibilities:

- To support young people for whom you are responsible for support planning, action planning, risk management planning and monitoring progress towards independence.

- Work according to the produced Rota and shift pattern which includes long days, waking nights and sleep ins.
- To empower young people to take responsibility for their future, inspire them to try new things and make positive choices.
- To contribute to the assessment process for children and young people referred, to maintain records and provide written reports as required. To create and deliver plans and interventions that are creative, high quality and flexible in order to meet the complex needs of children and their families.
- To participate in Social Services meetings, reviews and statutory meetings and to act as a lead professional in the best interests of the young person when needed.
- To help review and facilitate group work sessions in the form of bespoke, planned, training and bespoke tailored sessions in response to need.
- To liaise with managers in respect of challenging behaviour, **safeguarding issues** and maintaining quality standards of accommodation.
- To regularly work with young people with tasks necessary to maintain their accommodation.
- To help create opportunities for service user involvement so that young people feel that they have been involved in the decisions that affect them and that they feel heard and valued.
- To work in a way that helps our young people feel safe, increase feelings of social connectivity, feel valued, have a sense of belonging and have increased feelings of confidence and agency.
- To accurately handle company funds and to maintain good quality written records of financial transactions for regulatory and auditing purposes.
- To be part of and contribute to service meetings, to attend training as and when it is needed and to have regular line management and reflective practice supervision.
- To uphold the highest standards of professionalism when communicating with colleagues, residents and stakeholders and to represent the organisation at meetings and conferences.
- To actively promote equality and diversity in accordance with our policies and procedures.
- To carry out any other appropriate duties as directed to support and promote the work of IDEAL Social Care group.

## Personal Specification

<b>EXPERIENCE, QUALIFICATIONS and TRAINING</b>	Essential	Desirable
Experience of working with vulnerable people or in a supported housing or care environment delivering individual or group support sessions	*	
Experience of working with care experienced young people and/or vulnerable people	*	
Experience of partnership working with a variety of agencies	*	
Experience of safeguarding, risk, confidentiality and equalities procedures	*	
A good basic education including GCSE's or equivalent	*	
<b>SKILLS</b>		
Engage, motivate, inspire and empower young people	*	
Good administrative, numeric, organisational computer literacy skills	*	
Proven ability to work alone and with a team in a stressful environment	*	
Excellent interpersonal skills, e.g. listening, tact, diplomacy and influence	*	
Home maintenance skills e.g. showing young people house work tasks	*	
<b>KNOWLEDGE</b>		
Knowledge of a range of safeguarding issues relating to the client group (FGM, trafficking, radicalisation etc)	*	
Knowledge of the welfare system and housing options	*	
<b>ABILITIES</b>		
Multitask, prioritise work and good time management skills	*	
De-escalate challenging behaviour and handle complex or sensitive issues	*	
Uphold our positive, strengths-based and solutions-focused ethos	*	
<b>GENERAL</b>		
Full drivers license and access to a vehicle		*
To work weekends, evenings and attend participate in our on call / duty system, as required	*	