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**Job Description**

## Job Title: Support Worker – Children’s Division

## Reporting To: Registered Manager/ Senior Support Worker

## Location: Various Children’s Residential Homes

# Purpose of the Role

To provide consistent high-quality care, support, guidance, and nurture to children and young people living in residential care. You will be responsible for their day-to-day needs, helping them feel safe, supported, and empowered to reach their full potential. This includes promoting emotional well-being, building positive relationships, and being an appropriate and reliable role model.

At Salutem, we believe every young person should have the opportunity to live a healthy, active, and fulfilling life. We are committed to providing a safe, inclusive, and empowering environment for all children and young people in our care.

# Job Responsibilities

**Direct Support to Children and Young People**

* Provide high quality care and a nurturing, therapeutic environment for children and young people.
* Develop trusting, respectful relationships, **maintaining clear professional boundaries at all times** to ensure emotional safety and appropriate attachments.
* Take full **accountability for the safeguarding, protection, and well-being** of children and young people in line with statutory duties and company policies.
* Be alert to any signs of abuse, neglect, or exploitation and act promptly and appropriately by reporting concerns following safeguarding procedures.
* Support children’s educational, social, and emotional development through structured routines and engaging, age-appropriate activities.
* Model positive behaviour and uphold consistent, trauma-informed boundaries to promote emotional regulation and safety.
* Use approved therapeutic behaviour support strategies to help children manage their feelings and behaviours in a safe and supportive way.
* Act as a key worker to designated children, promoting trust, consistency, and advocacy, while maintaining **professional detachment** and emotional resilience.
* Help children integrate into social environments, schools, and wider community settings.
* Act as a key worker to designated children, building strong, supportive relationships.
* Support transitions into or out of the home, including work with foster carers or families.

**Safeguarding and Equal Opportunities**

* Take **personal responsibility** for the **safety, safeguarding, and welfare** of all children and young people at all times.
* Uphold and apply safeguarding procedures in line with:
	+ *Children’s Homes (England) Regulations 2015*
	+ *Working Together to Safeguard Children*
	+ Local Safeguarding Children Partnership (LSCP) procedures
* Report all safeguarding concerns immediately and accurately using the correct channels.
* **Maintain professional boundaries**, ensuring relationships with children are always safe, appropriate, and in line with organisational policy.
* Ensure that any behaviour, language, or practice that risks crossing professional boundaries is identified and challenged or reported.
* Recognise the importance of self-care and supervision in maintaining emotional resilience and good judgment when working closely with vulnerable young people.
* Promote a culture of safety, transparency, and openness, where safeguarding is understood to be everyone's responsibility.

**Personal Development and Compliance**

* Demonstrate a commitment to safe, ethical practice through regular reflection, supervision, and ongoing training.
* Be **accountable for your professional conduct**, ensuring that your behaviour upholds the values, policies, and safeguarding responsibilities of the organisation at all times.
* Seek support or guidance from senior staff when challenges arise that may test personal boundaries or compromise best practice.
* If in Wales, register with **Social Care Wales** and comply with the *Regulation and Inspection of Social Care (Wales) Act 2016*.
* Reflect on personal practice and seek support to maintain emotional resilience and uphold professional standards.
* Contribute to care plans, risk assessments, and behaviour management plans.

**Teamwork and Professional Collaboration**

* Work collaboratively within a team, contributing to a positive and supportive work culture.
* Attend and contribute to team meetings, therapeutic consultations, reflection and supervisions.
* Share feedback constructively and receive feedback with openness and professionalism.
* Liaise with professionals such as social workers, schools, and health practitioners.
* Adhere to all relevant policies, including safeguarding, whistleblowing, and health and safety.

**Maintaining a Safe and Supportive Environment**

* Support the daily running of the home including housekeeping duties and meal preparation.
* Take ownership of the home's environment, ensuring cleanliness, safety, and a homely atmosphere.
* Ensure a balanced, nutritious diet is provided.
* Participate in children’s meetings and contribute to their planning and routines.
* Follow all Health and Safety regulations.

**Person Specification**

**Essential**

* Genuine commitment to supporting children and young people in residential care.
* Ability to build positive, trusting relationships with young people.
* Good communication skills – verbal and written.
* Willingness to work flexible shifts, including evenings, weekends, sleep-ins.
* Ability to work as part of a team and independently.
* Awareness of safeguarding and child protection responsibilities.
* Commitment to completing required qualifications (if not already held).

**Desirable**

* Level 3 Diploma in Residential Childcare (or equivalent).
* Experience in residential or social care with children and young people.
* Knowledge of therapeutic approaches to trauma and behaviour support.
* Full UK driving licence.

**Additional Information**

* This post is subject to an Enhanced Disclosure and Barring Service (DBS) check.
* You will be required to undertake mandatory induction and ongoing training, and to maintain compliance throughout your employment.
* You may be required to work unsocial hours, weekends, and public holidays. The role involves sleep-in duties and may include participation in an on-call rota, where required.
* You must be medically fit to safely carry out the duties of the role.
* This job description is not exhaustive and may be amended in line with the needs of the service, children and the organisation.

# Our Values

At Salutem, we believe everyone should have the opportunity to live a healthy, active, and fulfilling life, regardless of their background or ability. We are committed to providing a safe, inclusive, and empowering environment for all children and young people in our care.

-We are **Supportive** by promoting opportunities for everyone so they can reach their full potential

-We are very **Ambitious** to provide the best possible outcomes for the young people who use our services

-We are **Loyal** because we put the people that we support and our staff at the centre of everything we do, and we deliver on our promises. We also are committed to ensuring that our services are meeting the needs of all stakeholders

-We are **Unique** because we are ambitious and innovative about the diversity of the services that we provide without compromising quality

-We are **Transparent** by being open, honest and fostering a culture of mutual respect. We promote a culture where we learn by our experiences, and we are committed to doing things better and setting the highest standards in what we do

-We are **Engaging** because we work in partnership with the people that we support, our staff and all our stakeholders

-We encourage everyone to experience a **Meaningful** life by being aspirational and by offering opportunities