

Job description

Residential Care Practitioner

Role purpose

To provide high-quality care, guidance, and support to children and young people, addressing their practical, emotional, physical, and social needs.

The role includes acting as a positive role model, building trusting relationships, and helping young people achieve their full potential.

Accountability

Reports to:

- Team Leaders
- Deputy Manager
- Registered Home Manager
- Responsible Individual

Salary

- Starting at £26'561.60 for candidates with the level 3/4 diploma 'Children, Young People and Families' award.
- Starting at £25'396.80 for candidates without the above qualification.

Duties and responsibilities

Direct care and support

- **Deliver consistent, nurturing care** in line with relevant legislation (Children's Act 1989, Children's Homes Regulations 2015, Every Child Matters).
- **Provide 1:1 support, guidance, and advocacy** to young people, including emotional support during times of stress or difficulty.
- **Provide a safe, supportive environment** where young people feel secure and protected from harm.
- **Support young people with daily living tasks** such as cooking, cleaning and household routines.
- **Act as a key worker/co-worker**, ensuring care plans are implemented, monitored, and updated.
- **Encourage pro-social behaviour, and independence** through positive reinforcement.

Development and education

- **Support young people's education**, personal goals, and extracurricular activities.
- **Promote community links** and encourage participation in social and leisure activities.
- **Empower young people** to be actively involved in decisions about their care and future.
- **Act as an advocate** in meetings and reviews involving the young person.

Record keeping and communication

- **Maintain accurate records**, reports, and financial documentation as required.
- **Contribute to planning meetings**, reviews, and staff meetings.

- **Share and receive information** effectively to ensure consistency of care.

Teamwork and professional practice

- **Work collaboratively with colleagues** to achieve the aims and objectives of the home.
- **Contribute to team development** and provide support to colleagues when needed.
- **Participate in supervision**, training, and development activities.
- **Adhere to all policies, procedures, safeguarding**, and whistleblowing practices.
- **Promote equality, diversity, and inclusion** for all young people and colleagues.

Health, safety, and compliance

- **Ensure the health, safety, and welfare** of self, colleagues, and young people.
- **Report hazards, risks, or safeguarding** concerns promptly.
- **Maintain an up-to-date Disclosure and Barring Service (DBS) check** and notify management of any changes in circumstances.

Specific working conditions

- The role operates on a rota basis, including early mornings, evenings, weekends, bank holidays, and sleep-in duties (additional payment provided).
- Flexibility is required to cover shifts, sleep-ins, and emergencies at short notice.
- Staff may be asked to assist with household tasks (e.g., decorating, gardening) to support the running of the home.
- A valid DBS check is required at all times, and any changes in circumstances must be reported to the Registered Home Manager.



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- A full UK driving licence may be required to drive company vehicles.
- Staff must follow all health and safety guidelines, reporting any concerns promptly.
