Senior Residential Children's Worker

Residential Homes for Children

Salary: £35,570-£41,177 per annum (full-time). With shift allowances the paid salary is £40,549–£46,941, plus additional sleep-in payments

Children and young people in care have had many different life experiences. Some have been rejected or have experienced something traumatic, whilst others have moved homes many times. Within our small, family style homes we offer a safe, nurturing space for children and young people who have experienced neglect, abuse and trauma and provide individual support to meet the needs of each 'Amazing Child'!

The role

There are 4 key areas of skill essential for a Senior Residential Worker

Role Model	Leading by example to support a culture and ethos within the home where everyone understands the importance of relationship-based practice to improve outcomes for children and young people.
Leader	Having sound values, confidence to address others, good communication skills and a strong practice and knowledge base to ensure consistency throughout the team. Through using experience to coach and mentor new and less experienced team members.
Organiser	Taking a leading role in project development and new initiatives whilst working with keyworkers and being accountable for ensuring that plans and other key responsibilities and deadlines are implemented and met.
Skilled practitioner	Understanding the matching and admission process for children and supporting transition plans within the wider care system. Facilitating initial visits and supporting staff in the planning for children's positive service transition. Representing the service at key project meetings and working in a co-operative manner with other agencies to achieve joint objectives and provide complimentary services.

Who we are looking for

The children we look after within our homes have a diverse range of needs. You may not have worked in residential care before, but you will need to have experience of working with children and young people and be passionate about improving outcomes for them.

Preferably:

- ✓ you will be a driver
- ✓ have a good level of computer literacy to be able to evidence the work we do
- ✓ be committed to continued professional development

You should have:

- ✓ an understanding of the needs of children who are 'in care' and / or require a short break
- ✓ knowledge of relationships and their impact on children coming into and leaving care
- ✓ an understanding of the individual needs of our children and be able to work holistically to deliver within the 3 key areas of skill

If you think you have the right skills to help us to achieve great things for our children by placing them at the centre of everything you do and feel that you are, caring, non-judgmental, enthusiastic, committed and child focused and have the ability to work in partnership with others, are reflective, flexible, accountable and resilient, we would like to hear from you.

Coventry City Council

Benefits

- ✓ Highly competitive salary offer
- ✓ Generous annual leave allowance of 28 days pro rata p.a.
- ✓ Outstanding local government pension scheme (opt in)
- ✓ Salary Sacrifice Schemes; Car Scheme, Cycle to work and more
- ✓ Wellbeing Weeks throughout the year that offers team activities and sessions
- ✓ Learning & Development with access to certified courses
- ✓ Full Induction programme
- ✓ Apprenticeship/Diploma for Residential Childcare following successful 4-month probation
- ✓ Career progression opportunities
- ✓ Job satisfaction

What our kids say about their carers

"I like that I get time with staff. Its quite a chilled out, alright atmosphere and some of the staff have got humour and bants"

"I have amazing relationships with staff. When we go on holiday we have a briliiant time"

"I do like living here – you are my family"

"You know you're going to adopt me right. I'm not moving anywhere"

"The staff here are amazing they help us kids out"

"The staff talk to me and give me information that reassures me, I feel safe"

"Always checking if we're ok. Help me when I'm not being safe and talk about my feelings"



Interested in joining our team?

Scan the QR code to view our current vacancies.

For any queries or for further information please email:
childrenshomeshr@coventry.gov.uk

Coventry Family Valued

child friendly COV

Ofsted Outstanding Provider