Job Description

Job Title	Qualified Residential Support Worker
Reports to	Registered Manager
Location	In our Children's Homes

About Stepping Stones Care

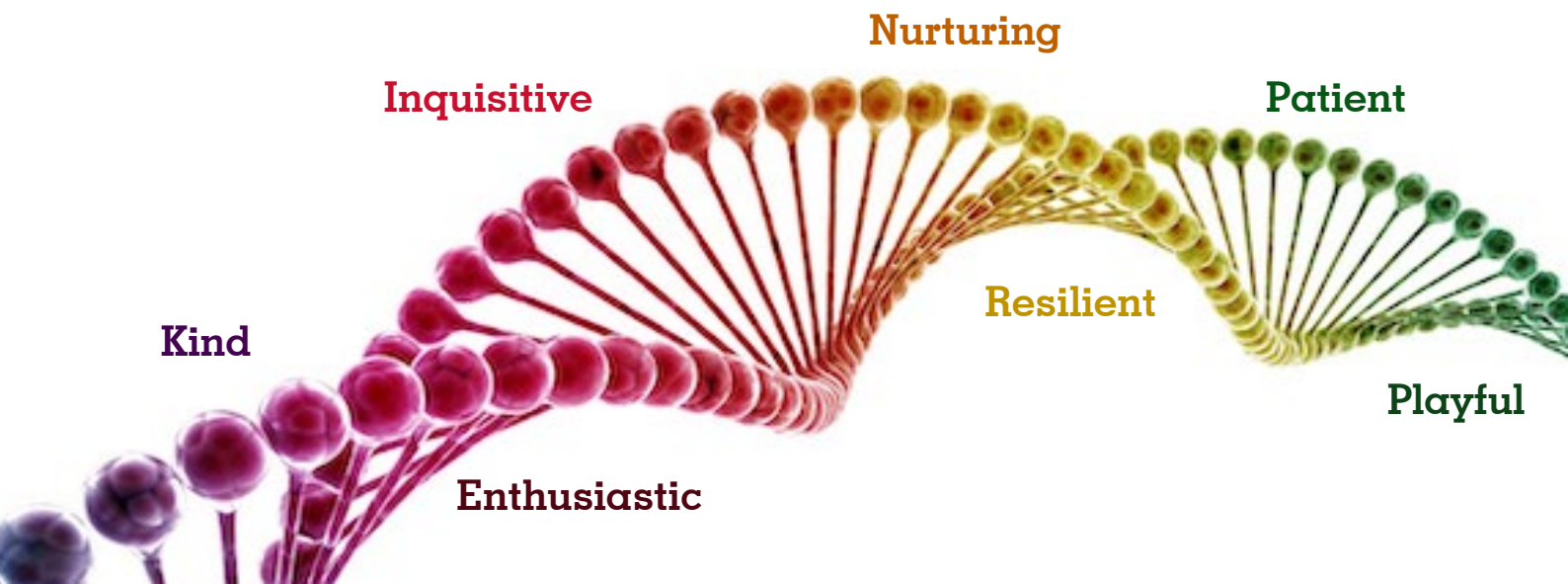
At Stepping Stones Care (SSC), we are dedicated to providing safe, therapeutic, and nurturing environments where our children can heal, grow, and thrive. All our Teams are committed to making a meaningful impact in the lives of young people by offering support, guidance, and stability.

DNA of a Stepping Stones Carer

We have a hugely diverse group of carers throughout SSC. Everyone is unique and that uniqueness is celebrated and embraced. Every individual characteristic offers a different perspective for our Children to learn from.

While there is diversity everywhere you look - there are two things everyone at SSC has in common:

1. An unwavering commitment to the Children we look after
2. The DNA of a Stepping Stones Carer



The role of a Residential Support Worker involves providing emotional, behavioural, and practical support, helping young people build brighter futures.

Key Responsibilities

- Provide day-to-day care and support to children within the residential setting, ensuring their physical, emotional, and social needs are met.
- Deliver therapeutic interventions using positive reinforcement and behaviour support strategies to help children manage challenges effectively.
- Work collaboratively as part of a multidisciplinary team, liaising with social workers, therapists, and education providers to develop and implement personalised care plans.
- Develop a safe, nurturing, and structured environment to foster personal growth and healing.
- Monitor and document children's progress, behaviour, and any changes in needs or circumstances.
- Providing advice, assistance and support on a 1:1 basis to enable children to address past and present difficulties.
- Encourage engagement in education, vocational training, and recreational activities, supporting children in developing their interests and ambitions.
- Encourage children to develop and maintain positive relationships with peers, family, staff, and the wider community.
- Help with daily living tasks, such as encouraging personal care, meal preparation, and household responsibilities.
- Respond to crisis situations calmly and effectively, utilising de-escalation techniques where necessary.
- Participate in regular team meetings, training sessions, and supervision to improve knowledge and skills.
- Ensure compliance with relevant policies, procedures, and safeguarding protocols.

Key Performance Indicators

- Undertaking a Keyworker role within the home
- Understanding of Children's Plans
- Ability to update Children's Plans
- Attending the Child's LAC, PEP & Seek to Understand Meetings
- Able to feed back to the Team any actions/outcomes of LAC, PEP & Seek to Understand Meetings
- Confidently complete meeting minutes
- Support keywork sessions to a good standard
- Support inductees and unqualified carers to meet the targets within their development plan
- Understanding of the Statement of Purpose and Home's Development Plan.
- Accepting additional responsibilities such as H&S, vehicles, COSHH, Legionnaires etc
- Enrolled and working towards completion of Level 4 in Children & Young People Workforce

Person Specification

E – Essential D – Desirable

Skills & Competencies	E	D
NVQ Level 3 or 4 in Children and Young People's Workforce or Acceptable Equivalent Qualification		
Commitment to behaviour management training and refresher courses		
Maintain Emergency First Aid qualification		
Ability to work as part of a collaborative and therapeutically focused team		
Ability to work on your own initiative, within agreed parameters		
Excellent communication and interpersonal skills with ability to build rapport		
Good written and verbal communication skills		
Ability to write and maintain reports and communicate effectively		
Ability to work as part of a multi-disciplinary team		
Ability to administer medication (training will be provided)		
Ability to listen and act on instructions		
Ability to priorities and organise day to day workload		
Good time keeping		
Reliability		
Flexibility to work a set shift pattern – including sleep-ins, weekends etc		
Commitment to the provision of high-quality care		
Commitment to maintaining continuous professional development		

Strong problem-solving skills and ability to adapt in high-pressure situations.		
Empathy, patience, and a non-judgmental approach		
Understanding of safeguarding, policies and associated practices		
Knowledge and experience of working with children with complex trauma		
Experience working within an Ofsted Registered Children's Home		
Ability to organise, support and co-ordinate group or individual activities for children that meet their interests		
Experience of person centered planning and its application to support children		