Job Description

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

About Stepping Stones Care

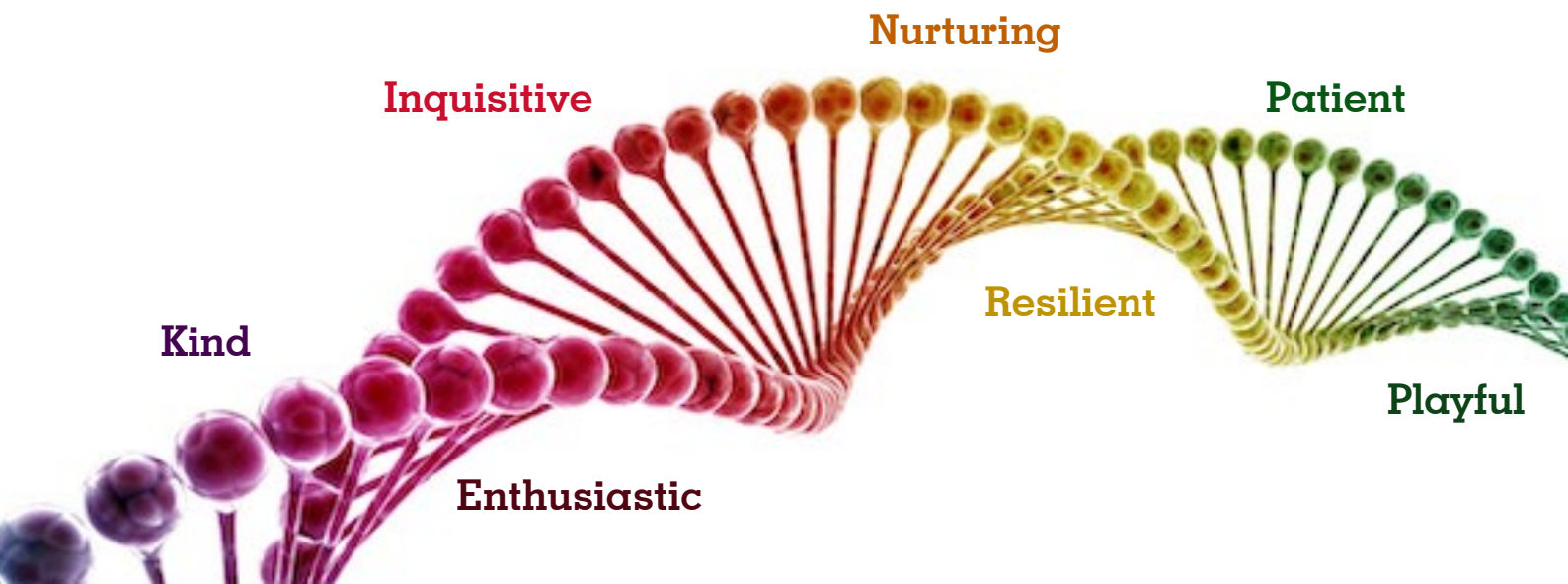
At Stepping Stones Care (SSC), we are dedicated to providing safe, therapeutic, and nurturing environments where our children can heal, grow, and thrive. All our Teams are committed to making a meaningful impact in the lives of young people by offering support, guidance, and stability.

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 Senior Residential Support Worker involves providing emotional, behavioural, and practical support, helping young people build brighter futures while also assisting the Deputy Manager and Registered Manager with the day-to-day running of the home.

We asked one of our current Senior Residential Support Workers to describe their role:

'Empowering. I am supported to make decisions and I am led by a passionate manager who motivates me. I love my role and the opportunities that have been available to do. I would not be able to do it without the good team I have around me.'

Key Responsibilities

- Lead by example by providing therapeutic care and support to our Young People, ensuring their physical, emotional, and social needs are consistently met.
- Implement and oversee therapeutic interventions, using positive reinforcement and behaviour support strategies to help children develop coping skills and resilience.
- Work collaboratively as part of a multidisciplinary team, liaising with social workers, therapists, education providers, and external agencies to develop and implement individualised care plans.
- Create and maintain a safe, nurturing, and structured environments that foster emotional well-being, healing, and positive development.
- Monitor and assess children's progress, identifying changes in behaviour or needs and adapting support strategies accordingly.
- Provide 1:1 support, mentoring, and guidance, helping children process past experiences and develop emotional regulation skills.
- Encourage engagement in education, vocational training, and recreational activities, promoting ambition, personal growth, and independence.
- Support children in developing and maintaining healthy relationships with peers, family members, staff, and the wider community.
- Assist with daily living tasks, promoting self-sufficiency in personal care, meal preparation, and household responsibilities.
- Effectively manage and de-escalate crisis situations, ensuring the safety and well-being of children and staff members.
- Take an active role in team meetings, training sessions, and professional development activities, contributing to a culture of learning and improvement.
- Ensure full compliance with safeguarding policies, regulations, and best practices, upholding the highest standards of care.

Key Performance Indicators

- Able to lead shifts confidently
- Ensures the shift plan is shared with the team and all tasks are completing by the end of shift
- Ensuring handover is factual and clear
- Able to delegate tasks appropriately to the Team
- Having oversight of children's paperwork updates
- Attending the Child's LAC, PEP & Seek to Understand Meetings
- Able to feedback to the team any actions/outcomes of LAC, PEP & Seek to Understand Meetings
- Ensure quality of keyworks being completed link with Care Plans
- Aware and understand the Statement of Purpose
- Able to confidently talk about the 9 quality standards
- Strong understanding of how we implement the 9 quality standards within the home and our roles
- Confident in supporting a Reg 44 inspection in the Home
- Good understanding of the transition process
- Support team members with managing challenging behaviour and difficult situations.
    - Ensuring they seek support where needed and confidently make decisions
- Ensuring reflections and debriefs are completed at the end of each day with the team
- Supporting supervision of staff
- Supporting inductees/RSW's with Mentor sessions/Learning and Development sessions

Person Specification

E – Essential D – Desirable

Skills & Competencies	E	D
NVQ Level 3 or 4 in Children and Young People's Workforce		
Commitment to behaviour management training and refresher courses		
Commitment to completing 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		
Knowledge and experience of working with children with complex trauma		
At Least 1 Years' Experience working within an Ofsted Registered Children's Home as a Residential Support Worker		
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		
Experience working within an Ofsted Registered Children's Home as a Senior Residential Support Worker		
Experience working in a Therapeutic Environment		
Experience and training in Therapeutic Care		