



Beams

Supporting disabled children & families

Job Title:	Support Worker (Short Breaks)
Reporting to:	Shortbreaks Manager (residential)
We Are Beams Grade:	C
Location:	Allsworth Court, Hextable

Job Purpose

Your role will be supporting disabled children/young people in a short break environment, enabling each young person to fully participate in activities of their choice, providing support as needed for personal care and personal development and encouraging them to take part in social activities.

You will be working together with an established staff team in the day to day running of the facility and will be required to keep accurate records and notes of each young persons progress and activities.

Main Responsibilities and Duties:

General

- To provide support for disabled young people working as part of a team in our residential setting (Dragons Retreat)
- To support the day to day running of the Dragons Retreat and ensuring that all children's/young people's care needs are met to a high standard.
- To support We are Beams in delivering quality, fun, exciting play and social opportunities to disabled children/young people and to help them to achieve independence skills.
- To support the physical and emotional care needs of children/young people, including help with toileting, eating and administration of medication and treatments under the guidance of the child's/young person's medical practitioner (training & support will be provided).
- To communicate with families in a professional manner to develop trust, gain an understanding of their child's/young person's needs and to inform them of their child's/young person's achievements during their short break.
- To be fully interactive, tolerant and sensitive to the needs of individual children and young people with disabilities.
- To take responsible and appropriate action in an emergency, such as showing assertiveness, leadership and reporting appropriately as required.
- To complete the daily recording of children's/young people's demeanour, incident reports, medication recording, financial expenditure and reports as appropriate.
- To ensure that activities are meeting the needs of the children/young people, that they are appropriate to their understanding and any risks are minimised.
- To actively engage in induction, core and personal development training, individual supervision, annual appraisals and group meetings.



Beams

Supporting disabled children & families

- To communicate well with schools, colleges and other professionals to help develop each other's understanding and promotion of the needs and interests of the individual children/young people.
- To assist in the development of We are Beams services and to implement all policies and procedures as necessary to meet the care and needs of the children/young people, reflecting the vision and values of We are Beams.

Other Responsibilities:

- To be able to attend external meetings and functions to represent We are Beams required.
- To be able to support fundraising and promotional events to support We are Beams and raise its profile.

Personal Specification

The following outlines the Essential criteria for this post.

Applicants should describe in their application how they meet these criteria.

	Criteria
Qualifications	• A qualification in care would be desirable (NVQ/SVQ levels 3 Working with Children and Young People). • Mathematics and English to at least grade C or functional skills level 2.
Experience	• A minimum of 2 years' experience of working with children/young people in a residential setting. • Experience of working with children/young people who have disabilities and emotional and behavioural problems.
Skills and Abilities	• Ability to organise, plan and take responsibility. • Ability to identify with the needs of children/young people rather than children/young people themselves. • Ability to motivate children/young people by aiding and guiding them in their self development. • Ability to listen and respond both responsibly and appropriately, with sensitivity. • Ability to communicate clearly and effectively, both with colleagues and children/young people, verbally and in writing (Computer literate would be a plus).



Beams

Supporting disabled children & families

	• Ability to set appropriate examples for children/young people at all times and to support and manage challenging behaviour. • Ability to focus on the child/young person as the primary client. • Able to manage children/young people who display disruptive or challenging behaviour and have the ability to guide/direct staff in managing that behaviour.
Knowledge	• Understanding & knowledge of the needs of children • Knowledge & understanding of child protection issues Good working knowledge of the Children Act 1989 and 2004. • Comprehensive knowledge of Every Care Matters. • Theory relating to child development and caring for children (attachment/separation and loss) • National Minimum Standards in Children's Homes • Comprehensive understanding of Health & Safety
Personal Qualities	• The ability to empathise with others. • Willing to be a Team Player. • Methodical in approach with an eye for detail. • Commitment to continuing personal professional development. • A good sense of humour, initiative, integrity & honesty. • An enthusiasm and commitment to the children and the staff team.
Other	• Fulfil the requirements of an 'Enhanced CRB Disclosure'. • Willingness to work outside of office hours and at weekends as required. • Flexibility to cover shift duties in order to maintain the service. • Hold a full driving licence. (not essential but a plus)