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| **Residential Family Centre – Career opportunity**  |
| **Job Title** | Residential Social Worker  | **Sector** | Children & Family Specialist Services |
| **Region/Location** | Various - North England | East & West Midlands | London & surrounding areas – Residential & community settings |
| **Shift Pattern**  | Monday to Friday  |
| **Responsible to** | Registered Manager | Responsible Individual |

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| **Terms and Conditions** |
| **Employment Basis** | Full time: 40 Hours  |
| **Annual Salary**  | £36,836 + FTE (Depending on experience) |
| **Holiday Entitlement** | 30 days (Excluding bank holidays)  |
| **Probationary period** | 6 Months |
| **Notice Period** | 3 Months |
| **Screening** | This position requires an enhanced DBS check.(Requirement to register your DBS on the live update system) |

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| **Working for Bright Spark Living**  |
| **Bright Spark Living** is dedicated to improving the well-being, stability, and safety of families during critical stages of pregnancy, childbirth, and parenting. We offer a range of personalised services designed to address the unique needs of each family, promoting positive healthy relationships, child development, and overall family cohesion underpinned by safeguarding principles. Our mission is to **B**uild **R**esilience, **I**nspire **G**rowth and **H**elp **T**ransform families for a brighter future. We are committed to providing a safe, non-judgemental, inclusive, and nurturing environment; where families can come together to assess their strengths, overcome challenges, and develop the skills & resources necessary for positive change. Through comprehensive assessments, evidence-based interventions, compassionate support & guidance, we empower families to build strong relationships, enhance communication, and promote the well-being and safety of children in their care with confidence. Our dedicated team of professionals strive to foster a culture of respect, understanding, and collaboration; valuing the individual needs of each family we serve. By offering personalised services such as educational workshops, parenting programmes, and basic life skills, we aim to equip families with the right tools to navigate life's complexities and achieve their full potential. Our overriding priority is to keep families together, one assessment at a time.We are a new & fast-growing business led collectively by social work industry specialists with several years’ experience. We endeavour to provide a diverse and inclusive working environment, by listening, learning, and acting upon the needs of our staff. Team members are encouraged to be their authentic selves at work; we welcome, respect and value people from all backgrounds. We aim to actively ensure all staff show & receive kindness, empathy & fairness. Our approach to diversity & inclusion is driven by our ongoing and evolving workplace policies in line with current legislation, employee led networks, anonymous feedback & good quality training, support & management.  |

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| **Benefits of working for us**  |
| * Free refreshments & snacks for all staff
* Guaranteed Birthday leave & Gift.
* Guaranteed Christmas & New years paid annual leave for all staff (8 days included in holiday entitlement)
* Annual Holiday entitlement increases to 33 days after 2 years of service and 35 days after 5 years of service (FTE).
* Reasonable & fair shift patterns that make it easier to commute to & from work and promote work life balance for all staff
* 100% attendance recognition
* Staff wellbeing events throughout the year
* Team building days.
* Continuous training and professional development opportunities
* Promotion Opportunities (must have passed probationary period to be considered)
* Flexibility to relocate to other sites throughout the UK (when available)
* Recognition rewards (based on feedback from service users / management)
* Employer Pension Contribution – 3% minimum, matching additional employee contributions up to 7.5% after 3 years of service & 10% after 5 years.
* Long Service Awards: Recognition for every 5 years of service.
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| **Job Purpose** |
| The main purpose of the role is to safeguard and promote the welfare of the most vulnerable children and young people referred to us, through the delivery of high quality services. The social worker will conduct various types of assessments, plans and sessions to suit the needs of each individual family. The Social Worker will support a team of support workers in helping children remain safe & families stay together where suitable. The residential social worker will essentially complete parenting assessments using traditional methods such as PAMS or the more recently established modern approach Parent Assess/Cubas model. The social worker will typically have a caseload of no more than 10 families every 12-16 weeks, but this may vary depending on business requirements. The social worker will review service users assessment goals and action plans in line with the family placement plan, ensuring the correct process is followed and everything is on track. The social worker will work with parents/caregivers to provide the best support, advice, and assistance in the basic care & individual needs of their children. By delivering an impeccable service to the highest standards. Our teams will ensure parents achieve improved outcomes & acquire the desired skills necessary to adequately provide a safe and sustainable family environment. The Social Worker will liaise with Senior Management to ensure families are provided with unbiased, fair and ethical recommendations, determining whether children need to be placed in local authority care.  |

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| **General Duties** |
| * Support families to participate in the routines of the centre and encourage them to take part in the assessment activities and support on offer, by clearly explaining the purpose and benefits.
* Promote well-being in the centre by ensuring that the environment is free from bullying and prejudice and is a fair place to live.
* Support staff in helping families support their babies and children throughout their assessment, including bathing, feeding, safe sleeping and all general care.
* Work co-operatively and pro-actively as part of a team supporting colleagues and the Manager.
* Ensure that children and families are suitably safeguarded, and risk assessments are routinely updated after any incident.
* Ensure there is enough staff to safely cover shifts dependent on the support needs of families at the centre.
* Ensure the environment is free from hazards, and daily health and safety checks are maintained.
* Ensure you are fit and well enough to work before attending the centre. If you are unfit to work and unable to attend, please adhere to the sickness/absence policy.
* Undertake training as the organisation requires and take responsibility for continuing professional development.
* Attending and contributing to regular supervision meetings and completing actions from the annual appraisal.
* Ensure training and annual appraisals are up to date and actions are being addressed.
* Working and contributing pro-actively to the team and reporting any concerns about unacceptable staff conduct or standards to the Registered Manager.
* Completing monthly audits of the centre as required.
* Adherence to health and safety and workplace policies.
* Ensure teamwork to establish a nurturing relationship with children and their families.
* Support the staff to help families resolve conflicts, manage their behaviour safely and acceptably, and ensure that unacceptable behaviour is challenged and addressed.
* Ensure families are supported to participate in their local community and attend appointments and health requirements for their children.
* Ensure families are supported to provide feedback to the centre and ensure their voice is heard.
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| **Specific Duties** |
| **Cases*** To be responsible for a complex caseload of children and young people ensuring legislative requirements are met.
* Complete 3 – 4 residential based assessments every 12 weeks
* Complete 6 -7 community based assessments every 12 weeks
* Complete any required additional support such as contact supervision or the revoking of care orders
* Always apply a trauma informed approach and take into consideration the families’ individual cultural needs/differences.

**Assessment and Interventions*** To collect, accurately record, using management information systems, and critically analyse all relevant information and take appropriate actions to fulfil statutory responsibilities to promote and safeguard the well-being and interests of the child/young people.
* To ensure the well-being and safety of the child/young person is paramount through analysing all necessary information to complete assessments that comply with statutory requirements.
* To create and plan for children in need of protection and children in care involving multi agency partners according to need.
* To implement, monitor and review within multi-agency meetings, children's plans to ensure needs are being met.
* Ensure that meetings are proactive and timely; and meet the child's/young person's needs, wishes and feelings.

**Partnership Working*** Liaise and work with other professionals and agencies to achieve optimal outcomes for children and young people; and ensure that services are ‘joined up’ in approach

**Case Recording & Report Writing*** To accurately record, report and communicate using accurate, up-to-date evidence based information in accordance with statutory and organisational requirements.
* To communicate effectively to a variety of audiences through written, verbal and other means of communication.
* To prepare and present reports to conferences, courts and panels in accordance with statutory procedures and practices.
* Ensure families are provided with advice and support in line with their family placement plans, organisational policies, and the good practice requirements of the centre.
* Ensure local authority and organisational child protection and safeguarding reporting procedures are followed during significant events.
* Oversee and ensure the centre's records are completed to a high standard before the end of each day and that written reports are completed on time.
* Support the Centre Manager and senior managers with any other duties as required.
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| **Person Specification** |
| **Qualifications and Education** |
| * HCPC recognised Social Work qualification (BA or Masters postgrad)
* 5 GCSEs graded A-C including Mathematics & English (or equivalent)
* Registration with Social Work England (SWE)
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| **Experience** |
| * At least 3 years’ significant and relevant experience as a social worker; working with children and families in areas such as Safeguarding, Child in Need, Child Protection/Children in Care, Court proceedings, Family Assessment social work etc.
* Ability to work as part of a multi-disciplinary team, liasing closely with statutory, voluntary and private agencies
* Record-keeping skills and maintaining confidentiality
* Ability to manage own training and personal development
* Extensive knowledge of child protection and safeguarding

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| **Knowledge and Understanding** |
| * The Residential Family Centres Regulations 2002 (amended) 2013 and Residential Family Centres National Minimum Standardsand the social care common inspection framework (SCCIF), Children Act 1989, Working Together to Safeguard Children 2018, Data Protection Act 2018, and Health and Safety at Work etc. Act 1974.

**Social Work Specific Knowledge & Skills*** Demonstrates current knowledge of professional social work practices
* Ability to demonstrate an understanding of the social work task
* Demonstrates experience and understanding of key legislation
* Evidence of supporting students and/or colleagues
* An ability to intervene effectively within situations of increasing complexity and challenge
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|  **Skill and Abilities** |
| **Communication*** Ability to motivate and lead the team in challenging circumstances
* Ability to manage, oversee and supervise support workers and guide them in the requirements for assessment.
* Ability to manage organisational deadlines and reporting requirements
* Ability to deal with external agencies and external reporting structures
* Effective oral and written communication skills
* An ability to fulfil all spoken aspects of the role with confidence using the English Language as required by *Part 7 of the Immigration Act 2016*
* Excellent computer skills

**Analytical Thinking*** Logically interprets and draws meaning from information that leads to a clear analysis of required intervention.
* Anticipates and reviews situations in depth to identify critical issues and act upon them

**Resilience*** Demonstrates resilience to challenge in a complex highly pressurised environment. This individual’s skills will have been tested and an ability to maintain composure under pressure should be demonstrated.
* Resilience in addressing workplace issues and maintaining continuity of support to families
* Ability to be assertive and confident in managing staff and families
* Experience in managing challenging or volatile behaviour

**Record Keeping*** An ability to accurately record information in different format
* Understanding of policy and procedures in relation to child protection and safeguarding children and the reporting process
* Understanding of the requirements of care planning and support
* Understanding of confidentiality and data protection
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| **Equality and Diversity** |
| * Shows respect for diversity and values individual differences,
* Treats all people fairly and appropriately regardless of race, religion, belief, gender, age, disability, sexual orientation, appearance or position.
* Demonstrates an understanding of disadvantages and social deprivation.
* Must be required to have a clear understanding and commitment to equality, diversity and inclusion matters and to promote anti-discriminatory practices and behaviours.
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To apply, please complete the appropriate application, along with your CV and submit to:

Brightsparkliving@gmail.com

For further information regarding the business, service, or career opportunities, please visit our website at [www.brightsparkliving.org](http://www.brightsparkliving.org)