



Job Description

Organisation:	Oak Nest Children's Homes
Post Held:	Residential Support Worker
Job Type:	Full-time
Salary:	£24,500 - £27,000 Per annum
Hours:	40 hours per week – Year-round, including bank holidays, with early, late, and weekend shifts, sleep - in shifts paid additionally
Reports To:	Registered Homes Manager

Purpose of the Role:

To warmly welcome all children and young people to Oak Nest Children's Homes and connect with them through kindness and understanding. As a part of a caregiving team, residential support workers will provide consistent support to our people in a nurturing home environment.

Guided by our mission, "*Helping children flourish with the protection and embrace of our nest,*" Oak Nest Children's Homes offers a personalised, caring, and supportive environment for children and young people aged 8–18 who are diagnosed with social, emotional, and mental health (SEMH) needs and learning disabilities. We see each young person as an individual, tailoring their care and support to foster growth and development in every aspect of their lives. Our goal is to ensure they not only lead fulfilling lives while in our care but also thrive when they leave our home.

Key Responsibilities:

- Fostering an environment that reflects the values of *Uniqueness, Belonging, and Growth*. This involves serving as a positive role model for children and young people by demonstrating attentiveness and responsiveness in all interactions while intentionally embodying Oak Nest's vision, values, and organisational principles.
- **Building Positive Relationships (Reg. 5)**
Foster positive relationships by communicating politely and compassionately with the children, parents where applicable, carers, and external professionals. You could act as the first point of contact and ensure weekly updates to the team around the young person regarding their progress.
- **Leadership and management standard (Reg. 13)**
Work amicably with colleagues and other professionals to ensure consistent



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care and support for children and young people at home and, where required, with class teachers/ or young people's school where appropriate.

- **Quality and Purpose of care standard (Reg. 6)**

Consistently strive to enhance the personal environment, sense of companionship, and community within the home for every child and young person.

- **Health, Wellbeing, and Safety (Reg. 10)**

Prioritise the health, well-being, and safety of children and young people at all times, including supporting them with personal care if needed, medical appointments, etc.

- **Facilitating Communication and Contact (Reg. 22)**

Support young people in maintaining effective communication with parents/carers through various methods, such as telephone, email, or video calls. Maintain logs of communications and act as an escort and companion for visits to parents/carers where applicable.

- **Schedule 3 (Regulation 36) of the Children's Homes (England) Regulations 2015**

Assist in defining, organising, implementing, and updating personal support plans, Care plans, Activity plans and Education Health care plans, ensuring they are current and meet the needs of each young person.

- **Daily Contribution and Dynamic Risk Assessment (Reg. 6)**

Reflect and adapt to how each young person can contribute positively to daily household routines and activity plans, ensuring their safety and meaningful engagement through dynamic risk assessment.

- **Record Keeping**

Support Key Workers in maintaining records that are:

- Compassionate and kind in tone.
- Legible, detailed, and objective.
- Clear in distinguishing facts, opinions, and third-party information.
- Securely stored and shared appropriately in line with confidentiality policies.

- **Advocating for Young People (Reg. 7)**

Center all actions on the young person's aspirations and goals. Participate in keyworker sessions, team meetings, Looked After Child (LAC) reviews, and other relevant meetings, advocating for their needs and future aspirations.

- **Operational Responsibilities**

- Perform sleeping-in duties when required.
- Work together effectively and reflectively with colleagues.
- Adhere to all policies and procedures to meet and work towards exceeding the Quality Standards outlined in the Children's Homes Regulations (Regs. 4–14, 2015).

- **Professional Development (Reg. 33)**



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- Complete all the mandatory induction and training sessions and successfully pass the probationary period within the first six months of employment.
- Engage in continuous professional development, including reflective practices and supervision.
- **Qualifications – Fitness of Worker (Reg. 32)**
Commit to achieving the Level 3 Diploma for Residential Childcare within two years of employment or to hold an equivalent qualification.
- **Safeguarding (Reg. 12)**
Be fully aware of and understand responsibilities under the Children Act 2004 and statutory guidance (*Working Together 2015*). Apply safeguarding principles for both children and young people in the role.
- **Reporting Concerns**
Promptly report using the appropriate medium or to safeguarding leads- Registered home manager or deputy of any safeguarding or child protection concerns, including issues related to a colleague's practice.
- **Additional Duties**
Undertake any other duties as directed by your Line Manager or registered home manager commensurate with the role.

This job description may be updated at any time following discussions with the employee.



Person Specification

Qualifications and Experience

- Experience working with children and young people with complex needs or relevant life experience. The post holder must hold or be willing to complete the Level 3 Diploma in Residential Childcare within two years of starting employment at Oak Nest Children's Homes.
- GCSE English Language at grade C or above (or a commitment to obtain the Certificate in Adult Literacy Level 2 within the probationary period).

Knowledge

An understanding of the needs of children and young people diagnosed with social, emotional, and mental health (SEMH) needs and learning disabilities,

Abilities and Skills

1. Ability to Follow and Contribute to Care Plans
Demonstrates the ability to understand, follow, and actively contribute to young people's individual support and care plans, ensuring their evolving needs are met effectively.
2. Support Daily Routines and Activities
Capability to assist in organising and participating in daily routines and activities for individual young people and groups, including leisure activities such as ball games, horse-riding, visits to the cinema, shopping, etc, promoting engagement and a sense of belonging.
3. Teamwork and Collaboration
Proven ability to work effectively as part of a team, fostering open communication and mutual support to ensure the best outcomes for the young people.
4. Self-awareness and Emotional Resilience
Demonstrates self-awareness and the emotional resilience needed to handle the



mental and physical demands of the role. Understands and applies strategies to prevent workplace stress and maintain well-being.

5. Commitment to the Oak Nest Mission and Values

A willingness to actively contribute to the life and community of Oak Nest, including participation in events such as community engagements, fostering a sense of *Uniqueness, Belonging, and Growth* in line with the home's mission.

6. Strong Communication Skills

The ability to communicate clearly and compassionately with children, young people, colleagues, social workers, parents where applicable and external professionals, ensuring effective information-sharing and advocacy.

7. Adaptability and Problem-Solving

Ability to adapt to dynamic situations and contribute to creative problem-solving to meet the unique needs of each young person.

8. Commitment to Professional Development

Willingness to engage in continuous professional development, reflecting on practice and participating in training to ensure high standards of care and support.

Desirable

A Valid full UK driving licence.

Candidates will be shortlisted based on these stated criteria. Please provide supporting statements corresponding to each numbered requirement.