



Residential Support Worker

Job Description

Gloucester Family Care prides itself on the level of care and support we provide to our children and young people, we are becoming known for delivering a high-quality service to Local Authorities, often being a first-choice provider. We believe every team member should promote and maintain our core values and collaboratively work towards achieving our mission, to treat every day as an opportunity to empower our children and young people, by creating a sense of belonging and a safe environment for an individual to thrive.

GFC Values

Community

Being part of a Community provides individuals with a sense of belonging and purpose, fostering collaboration and empathy. At its core, community is about building relationships, where people feel seen, heard, and valued. It encourages cooperation and creates spaces where people can grow, learn, and contribute to the well-being of others.

Inclusive

Inclusivity goes beyond simply acknowledging differences; it involves actively embracing diversity and ensuring that everyone has an equal opportunity to participate, contribute, and thrive. At GFC, people of all races, genders, sexual orientations, abilities, and socio-economic backgrounds are not only welcomed but also empowered to bring their full selves to the table. Inclusivity fosters a culture of belonging, where different perspectives are celebrated.

Safe

Safety is not just about avoiding immediate threats, it's also about ensuring that people can express themselves without fear of judgment, discrimination, or violence. In a safe environment, trust is key, and individuals are empowered to take care of their well-being while respecting the well-being of others. Safety is essential to personal growth and peace of mind, as it provides the foundation for people to live confidently and independently.

Children and young people that are part of our family should feel a sense of belonging, be happy, healthy, safe from harm and be able to develop, thrive and fulfil their potential. We will expect our team to develop and enhance good working practice for themselves and to consistently promote values, implement policies and ensure safeguarding children and young people is central to all practice.

Job Overview

For the role of full time, permanent Support Worker you will work 37.5 hours per week across varying shift patterns, with a commitment to weekly sleep shifts.

Your salary will be £28,600 per annum plus sleep shifts.

You will be entitled to 28 days of holiday per year (measured in hours). GFC opt out of 'Bank Holidays' and allow staff to use Bank Holiday hours as regular annual leave as they wish.

You will be entitled to private healthcare after one year of service.

You will report to your Registered Manager.

We are committed to safeguarding and promoting the welfare of children; applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosures Barring Service clearance at enhanced level.

Daily Duties

You will provide engaging and individualised care and support to children and young people with a focus on:

- daily routines
- building trust and rapport
- education / careers
- shared household tasks and life skills
- mental health and wellbeing
- family time
- the parameters of healthy relationships

Provide emotional support and behavioural strategies to children and young people to achieve agreed outcomes.

Promote well being and always being a positive role model for children and young people, recognising the value of diverse environments and strive to promote a culture in which all children and young people are welcomed and supported to fulfil their potential, irrespective of their background or personal characteristics. Your commitment to equality of opportunity needs to be extended to all colleagues and all external personnel.

Attend appointments and a variety of meetings to support a child or young person and always to advocate in the best interests.

To review progress and monitor and regularly report back to the management team. Complete statutory recording via our online recording platform. We promote being communication champions and ensuring all staff are well informed of daily life within our service.

To engage with professional development, both personally and as a wider team, by attending staff meetings, Clinical and Practice Supervisions and to complete Mandatory and progressive training courses.

Desirable Skills

- Willingness to undertake training and development deemed necessary for the development of the post.
- Awareness of therapeutic support.
- An understanding of the legislation and guidance relating to the provision of supported living services and social care for care leavers.
- Experience working at a level of responsibility with children and young people in a Residential setting.
- Awareness of Fire and Health and Safety Regulations.
- Full, clean driving license and use of own vehicle with business insurance.