Prosperity
Children's Services

& JOB DESCRIPTION & APPLICATION PACK

Senior Residential Support Worker

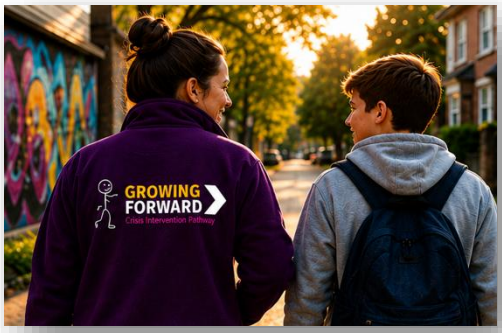
Supporting Young People
Strengthening Futures.

About Prosperity Children's Services:

At Prosperity Children's Services our mission is to improve the lives of children and young people in our care by providing safe, supportive, and high-quality services across Lancashire and Greater Manchester.

Prosperity Children's Services focuses on four core elements; Residential Homes, Outreach Services, Therapy and Education.

Our homes provide a stable foundation that many children may not have experienced before. It's essential that both our environment and the staff who support our children and young people deliver the highest standard of care to ensure the best possible outcomes for every child.





Benefits

- Private Medical Insurance – on successful completion of probation
- Death in service – 3 x annual salary
- Employee Assistance Program offering support for each employee and one member of their family including financial advice, mental health support etc
- Long service awards – 2, 5 and 10 years
- The option to Buy, Sell and carry forward holidays
- Free food all day, breakfast, lunches and snacks
- Christmas gift card

Senior Residential Support Worker

Expected Annual Earnings:

£43,500 - 12 shifts per month including sleeps

£50,749 - 14 shifts per month including sleeps

Location: Accrington, Bury, Rochdale

Full Job Description

As a Senior Residential Support Worker, you will play a pivotal role in ensuring that children receive safe, effective and nurturing care that promotes their welfare and development. You will provide consistent, therapeutic support to children and young people while offering leadership, guidance and positive role modelling to staff on shift.

Working closely with the Registered Manager and Deputy Manager, you will support the day-to-day running of the home, promote reflective practice and help ensure that care is delivered in line with each child's individual care plan, risk assessments and behaviour support strategies.

You will contribute to creating a calm, predictable and welcoming home where children feel listened to, understood and supported to make progress across all aspects of their lives.

Key Responsibilities

Caring for Children and Young People

Develop warm, trusting and professional relationships with children and young people, recognising the importance of attachment, consistency and emotional safety.

Deliver care that is trauma-informed, therapeutic and responsive, supporting children to understand and manage their emotions and behaviour.

Promote children's physical, emotional, social and educational development in line with their care plans.

Use de-escalation, restorative and relational approaches to support positive behaviour.

Actively safeguard and promote the welfare of children at all times, in line with safeguarding procedures, legislation and organisational policies.

Leadership and Support on Shift

Act as a positive role model, demonstrating practice that reflects the Quality Standards and organisational values.

Support the smooth, safe and effective running of shifts, ensuring children's needs remain the central focus of practice.

Provide guidance, reassurance and constructive feedback to Residential Support Workers.

Support the induction, mentoring and development of new or less experienced staff.

Lead shifts when required, ensuring clear decision-making, consistent practice and effective communication.

Care Planning, Recording and Outcomes

Contribute meaningfully to care plans, placement plans, risk assessments and behaviour support plans.

Ensure records, daily logs and incident reports are accurate, reflective, child-focused and completed in a timely manner.

Support children to attend education, health appointments, family time and activities that promote positive outcomes.

Work collaboratively with families, placing authorities and partner agencies to support stability, progress and permanence.

Reflect on outcomes for children and contribute to continuous improvement within the home.

Creating a Safe and Nurturing Home

Help maintain a welcoming, homely and safe physical environment that meets regulatory requirements.

Encourage children to develop independence, life skills and pride in their home and personal space.

Promote inclusion, equality and respect, ensuring children feel heard and valued.

What We're Looking For

Essential

- Level 4 Diploma in Residential Childcare (QCF)

- Minimum of 2 years' experience of working with children and young people in residential childcare or a similar regulated setting.
- A strong understanding of safeguarding and promoting welfare.
- Knowledge of and commitment to, trauma-informed and therapeutic approaches.
- Experience of conducting risk assessments
- The ability to remain calm, reflective and resilient in challenging situations.
- Confidence in leading shifts and supporting staff practice.
- Good written and verbal communication skills, with the ability to record information to a professional standard.
- Flexibility to work shifts, including evenings, weekends and sleep-ins.
- Holds a UK driving license

Desirable

- Experience in a senior, key-working or mentoring role.
- Understanding of the Children's Homes Regulations and Quality Standards.

What We Offer

- A warm, supportive and values-led working environment.
- Comprehensive induction and ongoing training, including therapeutic practice.
- Regular supervision and opportunities for reflective practice.
- Clear pathways for career development and progression.
- Competitive salary and enhanced payments for sleep-ins.

Safeguarding

Prosperity Children's Services is committed to safeguarding and promoting the welfare of children and young people. Recruitment is carried out in line with safer recruitment practices and all appointments are subject to appropriate pre-employment checks, including an enhanced DBS check.

If you are a compassionate, reflective and child-focused professional who wants to make a meaningful difference and contribute to a service striving for Ofsted Good and Outstanding, we would love to hear from you.

REVIEW

This job description will be reviewed at least once per year and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the establishment in relation to the post holder's professional responsibilities, duties and grading.

Employee Signature.....

Print Name .....

Date .....

Prosperity Children's Services is committed to the safeguarding and promotion of the welfare of all children and young people in our care. All staff have a key role and responsibility in this area.

How to Apply:

Prosperity Children's Services follows Safer Recruitment procedures and therefore we must receive an offical application form in order to shortlist you for interview. CV's alone do not qualify.

➲ Download Application form

If shortlisted for interview you will move to the next stage of our recruitment process.



Get Fast Tracked

Already ahead of the game? You could start your journey with us even sooner. If you currently hold a valid Enhanced DBS (for Children or Children & Adults) and are registered with the DBS Update Service, you may be eligible for our Fast Track recruitment route. Waste no time in fast tracking your way into our team.

What does Fast Track mean for you?

- Quicker onboarding – skip unnecessary delays
- Faster enrolment onto your chosen programme
- Early access to training and placements
- Start earning and gaining experience sooner

We recognise the value of candidates who are already prepared and compliant, so our Fast Track option is designed to get you moving quickly and efficiently.

Who is eligible?

You may qualify if:

- You hold a current Enhanced DBS certificate
- Your DBS is registered on the Update Service
- The certificate is relevant to the role you're applying for

➲ Learn more about Fast Track

Prosperity
Children's Services

Supporting Young People
Strengthening Futures.

Follow us:

8 Venus House - Mercury Rise - Sykeside Drive - Altham Business Park - Accrington - BB5 5BY
T: 03300 880 999
E: info@prosperitychildrensservices.co.uk

Ofsted