



SUPPORT AND RESIDENTIAL WORKER - CAMBS

OVERVIEW

FEVACA are a family run Social Care organisation providing support and accommodation to young people across Suffolk, Cambridgeshire, Essex and Buckinghamshire. Despite growth over the recent years due to demand from councils, FEVACA hold the family run aspect close and ensure all our accommodation is a safe and comfortable home for the young people and staff alike.

This is a full-time position (part-time positions also available) with an annual wage up to £24,000 (including sleep-ins).

FEVACA can offer a fantastic and intensive learning programme which will develop individual skills in sessions including Safeguarding, Attachment Theory, Reflective Practice, Motivational Interviewing and much more. Our qualified, multidisciplinary team of Social Workers, Teachers and Health Practitioners ensures every member of the team is supported with regular supervision and team meetings. We offer an employee assistance programme which provides extensive 24/7 support in areas such as legal advice, childcare, personal matters and many more. In addition, we provide a comprehensive pension and financial advice service and the opportunity to develop and progress. You can find a full list of perks at the bottom of this role specification document.

We are currently recruiting for a Support Worker to join our Supported Housing Service (in Cambridge and Burwell) and our Residential Children's Home (near Ely). This role will include lone and group working with young people aged 14+ (16+ in Supported Housing). You would join a small friendly team. The support team deliver a personalised service to young people, delivering day to day interventions and building a positive relationship. Building relationships with our young people is filled with opportunities to go out and engage in activities in the community for example, going for walks, to the cinema, eating meals together and watching movies when its time to relax!. At FEVACA we promote every member of the team to be creative within their role and ensure group reflective exercises within your team to allow for continued personal and professional development.

All applicants must be able to commit to 39 hours and 3 sleep ins per week. Overtime opportunities are available however these are to be agreed between the employee and the business. We do consider individuals to be contracted for 30 hours and 2 sleep ins per week. Our shift pattern is flexible, with the rota being released every 6 weeks and will be given with notice. The usual shift is 8/9am – 10/11pm and with a sleep in 3 times a week, however this is flexible and different shifts will be rotated to consider for training and specific client requirements.

Essential

- Positive and non-judgmental value base
- Ability to demonstrate commitment to equality of opportunity to colleagues, service users and all external personnel
- A knowledge of the Children Act and subsequent relevant legislation
- Ability to represent the organization to outside bodies and those within local communities.
- Demonstration of a commitment to supporting and motivating young people

- Ability to maintain boundaries and communicate effectively with young people
- Ability to work within a team.
- Ability to manage issues relating to health and safety
- Willingness to manage household tasks
- Ability to work shifts including sleep-ins - including weekends and bank holidays
- Experience of working with children or young people
- Good standard of written and verbal English
- Highly motivated, adaptable and able to work under their own initiative
- The ability to admit mistakes and ask for help and guidance.

Desirable

- Knowledge of health and safety requirements relevant to Houses of Multiple Occupancy
- An understanding of the legislation and guidance relating to the provision of supported housing services and social care for care leavers
- Experience working at a level of responsibility with children and young people in a supported housing setting
- Ability to show leadership skills
- Ability to write reports and contribute to support plans
- Full, clean driving licence and use of own vehicle with business insurance

What can we offer you?

- Free meals/refreshments whilst on shift
- Free DBS
- Pension scheme, with an employer top-up
- Perk box – offering discounts in several retail shops, cinema tickets, parking, insurances, etc
- Flexible working agreements available
- Free parking in most of the locations when on shift
- On call support 24/7
- Access to our employee assistance programme (free confidential advice, for work, counselling, financial wellbeing, childcare support, family issues, legal information, medical information)
- 28 days of annual leave
- Full and comprehensive training programme
- Ability to work additional hours
- Access to additional sleep in payments
- Access to company vehicles
- Christmas party and other fun staff social events
- Mileage and expenses paid
- Family friendly
- Financial support to access further education relevant to the role
- Opportunities for internal progression



SUPPORT AND RESIDENTIAL WORKER - CAMBS

Safer Recruitment Policy

FEVACA recruitment policies are in line with legislation and guidance related to the safeguarding and protection of children and vulnerable adults; including Safer Recruitment guidance 2007 and the Keeping children safe in education 2014.

Please note that all candidates must:

- Complete a good standard of application form
- Meet expectations in interview
- Complete an enhanced DBS check, which will be renewed every 2 years
- Provide evidence of their right to work in the UK
- Provide satisfactory references for 5 years or more (including most recent employer)

JOB DESCRIPTION

To be responsible for managing the project whilst on shift, taking full responsibility for managing the establishment, (the resources and the fabric of the building) and, most importantly, the welfare of the young people.

Clients

- Promote the development of the young people
- Protect young people from threats to their health, welfare and normal development, both from inside and outside the home. Understand and implement all safeguarding related policies.
- Ensure that key stages in the stay of young people such as admission and discharge are properly managed and reflect decisions recorded in support plans
- Ensure that young people facing particular crises and stresses are offered appropriate additional support
- Ensure that young people are responsible for their own lives, involving them in planning their lives, supporting them and helping them towards taking greater control and responsibility
- As a support worker, participate in the development, implementation and monitoring of individual support plans and engaging young people in learning.
- Contribute to and complete risk assessment regarding clients when necessary.
- Support and deliver FEVACA education programme (life skills programme)
- Support and deliver FEVACA Health & wellbeing programme
- Support our clients with transport when required

Community

- Use the community as a means of support and social learning for the young people
- Encourage, and where possible ensure, that our clients respect others in the community.
- Build positive relationships with community members, ensuring that the privacy of the clients is not effected.

Interagency Working

- Develop and maintain good working relationships with family members where appropriate, social workers, school staff and other professionals with a concern for the young person's needs.
- Offer support where necessary to staff on site at other FEVACA Houses.
- Ensure constructive and positive communication and negotiation with referring agencies regarding young people.

Meeting Standards of Practice

- Ensure that practice is anti-discriminatory and ensure specific needs are met where appropriate such as dietary requirements, religious observance and culturally significant activities
- Ensure compliance with the Children's Act 1989/ 2004 and associated regulations.
- Read, comply and keep up to date with all FEVACA policy and protocols.



SUPPORT AND RESIDENTIAL WORKER - CAMBS

- Ensure regular communication with Line Manager and Director of Service; including attendance at individual supervision and team meetings.
- Attendance at and completion of induction, training sessions related to the role of supported housing worker.
- Complete health and safety checks and cleaning tasks as set out within the projects daily plans.
- Complete training and subsequently administer medication in compliance to policy when required.