



RESIDENTIAL CHILD CARE WORKER

PAY SCALE	Grade 7+2, SCP 12 -20, additional unsociable hours and sleep-in payments (Dependant on experience and qualifications) (subject to increase pay offer, see full advert for further details) Earn up to £36,781 inclusive of allowances
CONTRACT TYPE	Permanent
LOCATION	To be confirmed
CLOSING DATE	

Our vision is - Shropshire living the best life.

Shropshire Council is a unitary authority which serves the rural county of Shropshire. One of the most important things about working here is the knowledge that you're working to help others and the real sense of achievement and purpose that brings.

The people of Shropshire are rightly proud of their county's assets, its natural beauty, its history, its diverse economy, its vibrant culture.

About the role

We are embarking on a significant transformation programme to strengthen our residential care offer to vulnerable children and young people and are offering exciting career opportunities in this area. We are very proud of our employees and the services that we provide for children in Shropshire and hope to continue to provide high quality care for more of Shropshire's children and young people.

Shropshire Council residential services have an excellent reputation as an employer; the homes have had a consistent staff team for a number of years that feel valued and respected. Here are the some of the things existing members of the residential teams have said:

"I have enjoyed working as an RCW for a number of years, I find my job very rewarding and love seeing the young people achieve outcomes and progress. I enjoy the structure and professionalism that working for the council brings"

“I recently moved from the Private Sector to children’s services for Shropshire Council. I feel more respected in my role and feel I have more of a direct impact on the progression of each young person I work with. I am also enjoying the additional incentives that the local authority provide such as additional holiday entitlement, opportunities for enhanced pay and knowing that my pension is growing along with my career”

“I have been working for Shropshire Council for ten years now and find it a really supportive and rewarding environment; there is a great sense of team from all that work for children’s services”

“I love my job looking after Shropshire’s children. I feel supported in my role and get a lot of satisfaction in giving back to my local community”

We offer a rewarding career with excellent employment benefits;

- **Comprehensive induction training programme**
- **Access to a wide range of relevant and continuous professional development training opportunities**
- **Local government pension scheme with a generous employer pension contribution**
- **Consistent rota pattern**
- **Local and national rewards and benefits scheme**
- **A generous annual leave entitlement of 27 days per annum rising to a maximum of 32 days after 5 years’ service.**
- **Opportunities for career progression as part of a multi-disciplinary team**

Working for the council means putting the children and young people before anything else; the residential growth project is part of achieving this, meaning that we can put achieving outcomes for young people at the fore-front of our service.

The role of a Residential Care worker is exciting and fulfilling. You will be responsible for the day to day care of the young people ensuring that their needs are met in line with a structured care plan. It can be challenging at times but every day is different and watching a child grow and achieve their full potential can give you a huge sense of pride and achievement.

Joining the residential homes team you will work 37 hours per week (18.5 hours part time) across three weeks as part of a rota, helping to provide child centred care 7 days a week including some early mornings, days, evenings and weekends. You will also be required to be available to sleep-in as part of the rota.

You will be an important part of the wider Children’s Services multi-disciplinary team of professionals including social workers, outreach workers and early intervention teams all working towards and supporting children and young people in our care, to reach their full potential.

We support Equal Opportunity of employment and positively encourages applications from people in underrepresented groups such as people with disabilities or from a minority ethnic group.

When completing your application please refer to your skills knowledge and experience in relation to the Person Specification and Job Description, this should be done with an understanding of the context of the service described.

The minimum age requirement for this role is 21. It is essential that you hold a full driving licence

Successful candidates will be required to provide an enhanced Disclosure from the Disclosure & Barring Service.

About you

We are seeking people who are passionate about improving lives of some of the most vulnerable children and young people in looked after care and can show understanding, compassion and empathy whilst providing a high-quality care.

We are looking for flexible and dynamic people to join us in providing care and support to children who have complex needs, may display socially unaware behaviour and may have experienced abuse, neglect and trauma.

Previous experience or qualifications are not required; as we offer a comprehensive training package. However, you will need to be caring, resilient and motivated.

Benefits

We value our employees and offer staff rewards and plenty of opportunities for personal development, apprenticeships and career progression including:

- Generous annual leave commencing at 28 days increasing with service to 33 days (pro rata for part time). With additional annual leave purchase policy.
- Access to a benefits platform with a wide range of retail discounts and salary sacrifice schemes (cars, bikes, AVCs)
- Employer contribution Pension Scheme [Shropshire County Pension Fund](#)
- Supportive carers and parental policies (maternity, paternity, adoption leave, special leave)
- Many opportunities for flexible and agile working, we offer a hybrid model of working to promote flexible working around personal and family commitments.
- Access to counselling and occupational health services
- Staff networks

How to apply

We would love to get to know you more so please email if you would like to discuss this role or our team. You can email Calum.Yorke@shropshire.gov.uk

When you are ready to apply, you will need to complete the online application form detailing what you can bring to the role which is outlined within the job description and how you meet the job requirements within the person specification. We look forward to hearing from you!