

## Who Is Cove Care?

Cove Care is a truly unique service, operating within the social care sector, while aiming a range of clinical and social care services at young people with clear, or suspected, mental health needs.

Our goal is ambitious, but simple: to fill the gap in the sector with quality, specialist placements for young people, either who are being discharged from in-patient CAMHS and require skilled support and rehabilitation in the community, or as an effective, safe alternative to an in-patient admission.

Now well-established with several residential placements within the West Midlands regions, and a clear plan for ongoing developments, we remain committed to this mission today and are currently looking for a Residential Support Worker that will join us in driving our mission forward.

We are dedicated to developing our staff to their highest potential, to enable the quality of our service to develop and continuously improve. In order to achieve this aim, we truly value the commitment and effectiveness of all employees. We promote a safe 'Cove' for our team in providing robust, comprehensive policies, quality support and supervision mechanisms throughout, and create working environments where lifelong learning and job satisfaction are facilitated.

## About the Role

Upon joining us as a Residential Support Worker at Cove Care the successful candidate will be responsible for supporting other members of staff in the provision of care for young people; ensuring young people retain as much of their dignity and individuality as possible as well as being involved in the general activities of the placement.

As a Residential Support Worker, you will possess a genuine interest in working within a caring environment with young people, that can demonstrate excellent communications skills with the ability to adapt in different professional situations.

Working both within a team and as an individual will be key in achieving the objectives within this role, so being a team player and a self-starter is another important quality we are looking for within a potential candidate.

The successful candidate will be able to remain flexible, agile, and reliable throughout their position. When necessary, the candidate will remain confidential and all round trustworthy.

As a RSW you will be expected to willingly undertake and participate in your own professional and personal development engaging in training when available.

This role would suit a strong communicator who has the ability to adapt in different situations, whilst confidently able to demonstrate and actively encourage high standards of cleanliness, nurturing an inclusive homely environment along the way.

You will have a positive can-do attitude with the upmost respect for young people, their families, other staff, Social Workers, visitors, neighbours, and any relevant others.

Shift times are set and cannot be changed so please do not apply if you cannot do any of the times below.

- 07.45 - 15.45
- 15.00 - 23.00
- 22.00 - 08.00

## Roles & Responsibilities

- Promote and ensure the good reputation of the placement is upheld at all times.
- Support and encourage young people in household chores and carry out any assigned staff chores.
- Assist in preparing and serving of meals and drinks and encourage healthy balanced diet.
- Handle and monitor the placement's petty cash records as required.
- When not attending to young people's needs, use the time constructively in undertaking domestic duties as requested/required, updating self with knowledge of care plans and/or other essential updates.
- Maintain duty of care and safe working practice towards self, young people, and other staff.
- Report immediately any clinical incident, any accident or near miss occurring within or outside of the placement in the course of duties.

- Report immediately any illness of an infectious nature along with any faulty appliances, damaged furniture or equipment and any other potential hazards.
- Administer medication to young people after adequate training.
- Understand and ensure the implementation of the placement's health and safety policy, emergency and fire procedures and all health and safety-related checks and processes.
- Make self-aware and act on information and advice contained in company circulars, memos, and emails.
- Drive company vehicles on trips and errands ensuring safely driven and within speed limits at all times.
- Complete written and typed records, forms and reports accurately, honestly and within appropriate timescales.
- Assist young people who have restricted cognitive abilities in achieving optimum activities of daily living.
- To support the development of the process, practices and delivery of the young person's care and progress.
- Support and encourage young people's independence by assisting with their independent living skills, personal hygiene etc.
- Participate in social activities within and outside of the placement by interacting with young people and helping them with meaningful activities and interests.
- Escort and supervise young people during social outings and trips from the placement.
- To engage as a named Key worker for one or more young person, assisting senior and trained staff in providing care.
- Monitor/observe young people who may be distressed and/or display challenging behaviour due to emotional, intellectual, or mental health needs, reporting any changes.
- Ensure the security of the placement is maintained at all times in line with company policy.

#### Experience and & Qualifications

- Diploma level 3 (or expected to work towards Diploma level 3)
- A full clean driving Licence.
- Work to and understand the minimum standards and guidance contained within the Ofsted Quality Standards and other relevant guidance and legislation.
- Experience within a similar role is preferred.
- 21 years of age or older – due to nature of the work.

#### Why Choose Cove Care?

- Competitive salary dependant on experience £17,000 - £23,000.
- 28 days holiday / part time pro rota.
- Overtime paid at time and a quarter for full time staff.
- Bank holidays including Christmas paid at double time.
- Sleep in bonus payment.
- Continuous training and development.
- Opportunity for NVQ 3/5 diploma funding if required.
- Part time and full-time positions available.