

# Domiciliary Care Worker (sessional)



Are you looking for fun, flexible work that fits around your life? Want to work for an inspiring charity making a real difference to the lives of disabled children and young people?

As a Domiciliary Care Worker, you will be working directly with disabled children, or young people and their families, to support them with their needs. This is an opportunity to develop your skills in a rewarding role, and gain a strong sense of achievement.

Read further to find out about whether this role is right for you.

For more information about KIDS please visit [www.kids.org.uk](http://www.kids.org.uk).

**Our vision is a world in which all disabled children and young people realise their aspirations, and their right to an inclusive community which supports them and their families.**

# What We Do



KIDS are a national charity, founded over 47 years ago, providing a wide range of support services to disabled children, young people and their families. We support children with any disability from birth to 25 years of age. We also offer our support to the whole family with the aim of giving disabled children a brighter future.

*“Your involvement with my family has meant huge practical help during a difficult time. I think the key thing is that KIDS does stuff with and for the whole family, not just the child. I am sure that yours is the kind of service that helps prevent family break up as a result of the strains that a child with a disability brings.”*

We cannot change a diagnosis and we cannot cure but we can, and we do, make a very real difference to the lives of families with a disabled child through high quality, practical and tailored services delivered by dedicated professional staff.

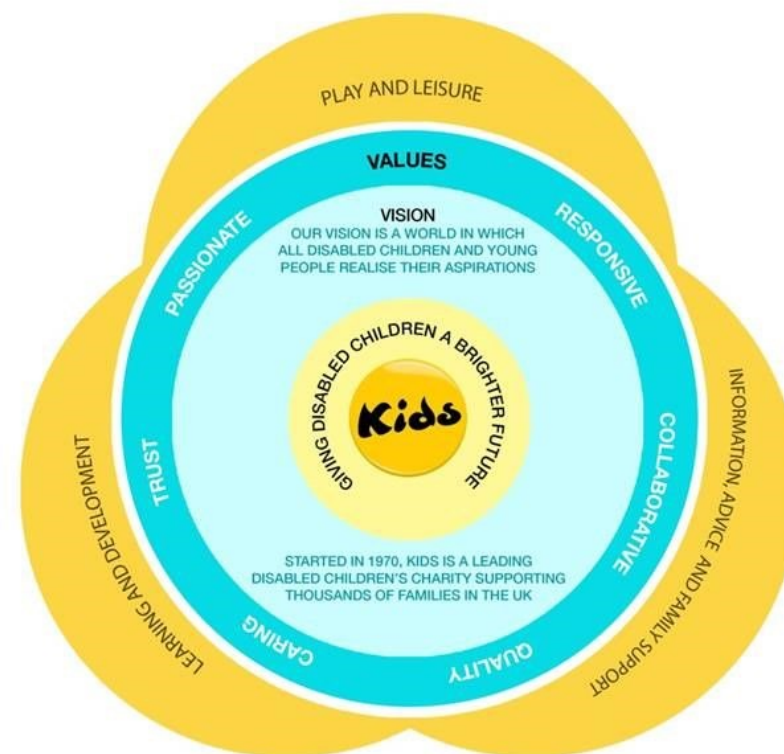
KIDS provides over 120 different services and works with 80 local authorities throughout England. **In 2017, we supported over 15,000 disabled children, young people and their families.**

## Our values

- We are passionate
- We are collaborative
- We believe in quality
- We are responsive
- We are caring
- We are trusted

We are passionate about making a life-changing, positive difference to the lives of disabled children and young people and their families. Everything we do places the child at the centre of our support, our services then focus on providing care, which wraps around the child within their family.

Our values underpin the work that we do with children, young people, and families in three main areas of their lives—we call these our “circles of support”.





# What You Can Expect



## Our services

KIDS is a charity which has pioneered a number of approaches and programmes for disabled children and young people. These include Home Learning (Portage), Parent Partnerships, Adventure Playgrounds and the inclusion of disabled children in mainstream educational settings.

With a rich history and vast experience of meeting the needs of disabled children and young people and their families, KIDS is well-placed to play a leading role supporting the development of policy affecting this important group in society.



## Our benefits

Here at KIDS we want you to know that you are valued, and that we are committed to your safety and wellbeing. Our benefits include:

- Access to KIDS Virtual College: our wide range of interactive e-learning training courses which carry CPD points
- Strong sense of achievement from meaningful work
- Generous holiday pay
- Work-life balance and flexibility in working
- 24 hour helpline to deal with safeguarding issues

**‘Being given the opportunity to make a positive impact on a young person’s life’ - Ollie, Assistant Practitioner**

# Job Description



## Overall Purpose of Role

To provide domiciliary care that supports individual children and young people with disabilities. The care will be within their family homes.

To ensure children and young people have access to high quality personal care which meets their individual needs as detailed in their care plans.

**KIDS is committed to safeguarding and promoting the welfare of children and young people and also expects for all staff and volunteers to share this commitment. All children and young people we work with must, at all times, feel safe.**

Your role may be subject to an enhanced DBS check.

## Working Context

You will be required to work variable hours which may include evenings, weekends, and school holidays.

You may be required to travel between locations, and so the ability to travel independently to the identified activity/venue is essential.

Being a car driver is essential to this post.

## Key Relationships

To work as part of the domiciliary care team.

To support children/ young people to receive high quality care in their family home.

To establish and maintain positive relationships with children/young people and their families in a way that values everyone.



# Key Responsibilities



1. To work as part of a team under the direction of the Domiciliary Care Coordinator.
2. To provide personal care in a sensitive manner as required in line with the Care Quality Commission guidance.
3. To support and empower children/young people to assist with their personal care where they can and wish to do so.
4. To work in partnership with parents and carers.
5. To ensure the social, emotional, communication and physical needs of each child/young person is met in a manner that is sensitive to the religious, cultural, linguistic and ethnic origins of the individual.
6. To use a range of skills to communicate effectively with all children/young people, respectful of individual communication skills.
7. To liaise fully with the Domiciliary Care Coordinator in relation to any changes or concerns with individual children/young people.
8. To maintain accurate records of the care provided.
9. To follow the guidance for all individual and home risk assessments.
10. To keep abreast of any changes in children and young people's care plans.





# Key Responsibilities



## Safeguarding Policies and Procedures

1. To be familiar with and comply with all KIDS policies and procedures including child protection, safeguarding, health and safety, confidentiality and partnership.
2. To work within the standards required by the relevant regulatory bodies
3. To ensure that the safeguarding and risk for each young person is reviewed regularly
4. To safeguard the health, wellbeing and safety of the children and young people, and if any concerns arise, to immediately report these concerns in line with KIDS policies and procedures.



## Other Responsibilities

1. To report any concerns to the Domiciliary Care Coordinator within agreed timescales.
2. To inform the Domiciliary Care Coordinator if there are any concerns regarding equipment in the family home to ensure Health and Safety requirements are met.
3. To ensure best practice is adhered to and KIDS policies/procedures are followed at all times.
4. To participate fully in regular team meetings with the Domiciliary Care Team.
5. To undertake additional training, as and when necessary, both externally and internally to comply with KIDS requirements.
6. To undertake additional training, as and when necessary, both externally and internally to comply with KIDS requirements.
7. You are responsible for maintaining the confidentiality of materials from all systems both electronic and paper and you may not remove from the premises any hardware, software, files, photographs or data without written permission unless agreed by your Line Manager/ equivalent as part of the execution of your normal duties.

# Person Specification



## Proven Ability

To be able to carry out this role we would expect you to have the following essential characteristics:

- A commitment to working in partnership with parents/carers.
- Ability to provide personal care which maintains the child/young person's respect and dignity.
- Ability to communicate at all times with the child or young person with regards to the care being provided.
- Ability to support young people with their own personal care where possible.
- Ability and commitment to work effectively as part of a team.
- The ability to listen, reflect and communicate appropriately and effectively with service users and colleagues.
- Ability to be pro-active and use own initiative.
- Understanding and competence in safeguarding procedures.
- Understanding of the importance of confidentiality and professional boundaries.
- Ability to keep accurate records.
- Fun and open minded attitude to delivering play and leisure services.
- Ability to work under pressure.

## Education/Qualifications

- Educated to GCSE level or NVQ level 2 as a minimum.
- Whilst not essential, it is desirable if you have formal qualifications in a child care related subject, current first aid certificate, and current food hygiene certificate.
- Understanding of the Mental Capacity Act 2005.
- You may require a driving licence.

**‘The staff are really friendly and create a nice atmosphere to work in’ - Sarah, Assistant Practitioner**