

## Senior Residential Support Worker - Children's Home

TriStar House  
Nuneaton

### Job details

Salary

**Up to £33,300** per annum depending on experience and qualifications (Inc. Sleep-ins and on call allowance) based on typically 10 sleep-ins per month.

Hours: 37.5 hours per week

Job type

Full-time

Permanent

Benefits

- **Performance Bonus**
- **Company Pension Contributions**
- **Wellbeing Support**
- **Paid Training Programme**
- **Meals included whilst on shift**
- **Refer a friend bonus**
- **Casual Dress**
- **On-site parking (where available)**

**See Additional benefits below**

### Full Job Description

Senior Residential Support Worker - Children's Home

Home: 3 bed Children's SEMH Home

We are searching for a positive, experienced and driven Senior Support Worker to join the team for our homes in the Warwickshire area to deliver the highest quality care services to children and young people.

We offer a competitive salary and bonus scheme with training and development support.

### Key Responsibilities as a Senior Care Worker

1. To undertake a lead role in ensuring the care and welfare of each child and young person within the home
2. To give guidance and support to all Residential Support Workers
3. To be responsible for the supervision of designated members of staff and to keep records
4. To raise any concerns with the Registered Manager as appropriate

#### ROLE PURPOSE:

- Follow the rules for Children's Homes as stated in the 2015 regulations, and the company's policies and procedures.
- Keep the home at high standards and be a positive role model.
- Help create assessments of the needs of each young person.
- Assist the Registered Manager and Deputy in managing the home in line with its purpose, young persons' care plans, and workforce plan.
- Create a caring, supportive environment that respects and acknowledges young people's voice, cultural and religious identities.
- Support young people's return to their families if suitable, following their care plans and help them transition to independent living when the time is right.
- Put the care plan for each young person into action, considering their preferences and opinions. Collaborate with the team and outside professionals to develop and implement the care plans.
- Ensure the safety and protection of young people in both the Children's Home and the broader community.

### Company Description

Centauri Care is an independent children's care provider run by a friendly team. Our care homes have been fully re-constructed and renovated throughout and offer a comfortable, welcoming, homely working environment for successful candidates. Our key objective is to make sincere and positive changes to young people and children's lives who come from challenging backgrounds, and we seek the very best individuals to be part of this influential journey.

We value and are committed towards equality and diversity within our company and aim to ensure our staff reflect the diversity of the children and young people within our care. To support our commitment towards this, we welcome applications from all ethnic backgrounds.

Safeguarding of children and young people in our care is of the highest importance. Our recruitment and vetting process aims to create a safe environment for all children, young people and staff. The successful candidate will be appointed subject to clear enhanced DBS and reference checks.

### Duties and Responsibilities:

#### General Duties

- To attend meetings and training as required
- To share the responsibility for creating a pleasant working environment
- To be flexible in hours of work in order to meet tasks required
- To be aware of Health and Safety regulations particularly as related to the upkeep of the building and its surroundings
- To safeguard and promote the welfare of children and be aware of relevant policies and procedures
- Adhere to and promote the Company's Equalities, Inclusion and Diversity Policy

## Specific Duties

The post holder must comply with the health and safety policy and in particular is required:

- To take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions.
- To cooperate with their line manager and senior management, to work safely, comply with health and safety instructions and undertake appropriate health and safety training as required.
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare.
- To report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements.
- Ensure staff are dressed appropriately for the work and activities they undertake in their day-to-day roles.

The detailed list below is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall objectives of the Children Residential Service.

### Details of Key Responsibility 1

- To plan, manage and lead shifts ensuring children are kept safe and engaged throughout the day.
- To ensure the Placement Care Plan for each child is followed and adhered to at all times.
- To ensure education is promoted and supported and that each child's attendance in education is maintained.

### Details of Key Responsibility 2

- To ensure that all staff act in a professional manner.
- To ensure all policies and procedures, as well as risk assessments, are adhered to at all times.
- To ensure that all staff comply with duty rotas and are included on a 'rolling rota' to gain maximum experience in the working methods of other staff.
- To ensure that all staff read the Daily Logbook to check all messages at the beginning of work or at any point during the working day as required. E.g. following a day trip.
- To ensure that all staff have written up any incident / accident forms or restraint forms as applicable and that such information is passed to the Registered Manager within the agreed timescale.
- To ensure that all staff are familiar with and follow Local Authority Child Protection Procedures and Families for Children Residential Services 'Safer Caring and Child Protection Procedures'.
- To report immediately to the Registered Manager any issues regarding Child Protection matters.
- To ensure that all staff are familiar with Policies and Guidance Notes with regard to the care of children, as well as subsequent guidance.
- To ensure that all staff maintain confidentiality at all times.
- To make secure the building on leaving the site.
- Participate effectively in the on-call duty system.

### Details of Key Responsibility 3

- To assist or undertake effective supervisions as required.
- To offer advice and encouragement to supervised staff with regard to individual training needs.
- To ensure that all staff under their supervision undertake and complete training in accordance with their induction-training schedule and Personal Development Plan.

### Details of Key Responsibility 4

- To raise any serious issues or concerns directly with the Registered Manager.
- Cover weekend on call when required to cover management absence.

## Skills and Experience

### Qualifications and Education

- Educated to GCSE level or equivalent (desirable)
- Attained a Level 3/4 Diploma Residential Childcare, England or NVQ Level 3/4 in Caring for Children & Young People (or equivalent)

### Experience

- Essential - Working with children, young people and their families - **minimum 2 years**
- Working within a children's residential care setting
- Senior Support worker experience

### Knowledge and Understanding

- Good knowledge of administration and computer skills – **Microsoft Office**
- Knowledge of the basic principles of childcare and meeting human needs
- Knowledge of principles of the Children's Act 1989
- Knowledge of sanctions and appropriate methods of control in residential care
- Knowledge of Child Protection
- Knowledge of principles of Equal Opportunities

### Skill and Abilities

- Reliable, flexible and committed to high standards
- Emotional resilience in working with challenging behaviours
- Experience of working in a residential setting with children/adolescents
- Calm, approachable manner, adaptable and non-judgemental
- The ability to understand the needs of a young person and meet those needs through planning and assessment
- Be prepared to show a flexible approach and sensitive attitude to residential childcare
- To be able to develop and maintain good working relationships with colleagues, young people and their families as well as other professional organisations
- The ability to communicate clearly and effectively in writing and orally with all team members and organisations
- The ability to write clear concise reports
- Able to demonstrate resilience in challenging situations

- To understand and actively participate in the role of the team in the home
- Be capable of working on your own initiative
- Ability to prioritise and organise day-to-day workload
- Commitment to continued professional and personal development
- Good time keeping

### **Equality and Diversity**

- Promote equality and value diversity by interpreting equality, diversity and rights in accordance with legislation, policies and procedures and relevant standards.
- Identify patterns of discrimination and take actions to overcome this and enable others to promote quality and diversity and a non-discriminatory culture that supports people in exercising their rights.

### **Working Hours and Environment**

Hours of work will typically average of 37.5 hours per week, working a shift-rota pattern. You are required to work any day of the week based on the rota pattern. This includes sleep-ins (staff bedroom and shower room facilities provided).

### **What We Can Offer you:**

- Competitive salary up to **£33,300** depending on experience and qualification, (Inc. Sleep-Ins and on call to cover absence)
- 3% Employer Pension contribution
- Generous annual leave entitlement
- Regular salary reviews
- Professional training & development opportunities
- Comprehensive induction programme
- Therapeutic training & consultation for all staff
- Performance related bonus for achieving Ofsted ratings
- Open minded, supportive management team
- Progression and growth opportunities
- Wonderful working environment

### **Additional Pay:**

- Refer a friend bonus scheme up to £500
- Ofsted Performance bonus

### **Benefits:**

- Performance Bonus
- Company Pension Contributions
- Wellbeing Support
- Paid Training Programme
- Meals included whilst on shifts
- Refer a friend bonus
- Casual Dress
- On-site parking (where available)
- Free initial DBS check

Schedule:

- Shift hours as required
- Working within a staff rota
- On call when required to cover absence

Licence/Certification:

- Level 3/4 Diploma Residential Childcare, England or NVQ Level 3/4 in Caring for Children & Young People or equivalent - **Essential**
- Full Driving Licence (Automatic is fine) with access to own vehicle - **Essential**
- At least 2 years driving experience if under the age of 25

Work authorisation:

- Must be aged 21 or over
- United Kingdom right to work full time without the need for sponsorship

Please note:

- All successful candidates will be subject to a vetting process in line with safer recruitment requirements. This includes right to work checks, Enhanced DBS Check for Children and Adults workforce (Centauri Care will cover the cost of this first initial check and thereafter you will be expected to enrol on to the Update Service) and satisfactory reference checks in line with safer recruitment requirements.
- Ofsted regulations outline that support workers working with children and young people must be 3 years older than the oldest young person within the home e.g., if a young person in the home was turning 18, you would need to be 21 at a minimum.

**Note:** We are not able to support visa sponsorship applications at this time for this role due to recent Home Office changes. Only if you have held a skilled worker visa prior to March 2024, we may be able to look into sponsorship on a case by case basis.

To apply:

For further information and a full job specification, please submit your resume and a cover letter highlighting your relevant experience and why you are interested in this position to:

[recruitment@centauricare.com](mailto:recruitment@centauricare.com)

Please include "**Senior Residential Support Worker Application**" in the subject line.

We look forward to hearing from you and welcoming you to our team.

Reference ID: CCSRSW/2026/289

Estimated start date: April/May 2026