



-  7 days a week availability
-  Reports to Registered Manager
-  Enhanced Children's DBS
-  Level 3 Childcare qualification or willing to work towards
-  Clevedon

Children's Support Worker

Purpose:

The purpose of this role is to provide excellent day-to-day support that respects children's views and wishes and enables them to participate and thrive in all aspects of life.

Our children's support workers provide personalised, practical, and emotional support that helps children build skills, confidence, and connections in their communities. They play a vital role in creating safe, respectful environments where children are listened to, valued, and supported to achieve their personal goals.

Safeguarding:

We are committed to safeguarding and promoting the welfare of children and young people. This role requires an enhanced DBS check, satisfactory references and verification of qualifications and identity.

Objectives:

Personalised Support and Daily Living

- Deliver high-quality, child-centred support tailored to each child's needs, preferences, and goals.
- Support children with daily living activities such as personal care, meal preparation, medication, household tasks, attending school and accessing the community.

- Promote independence by encouraging children to take an active role in their own care and routines.

Skill Development and Independence

- Support children to build practical skills such as cooking, travel, and communication.
- Assist children in accessing education and specialist services that promote their health and wellbeing.
- Help children to set and achieve personal goals, regularly reviewing progress with them.

Health, Safety and Wellbeing

- Monitor and respond to health and wellbeing needs, escalating concerns as appropriate.
- Administer medication in line with children's individual care plans.
- Maintain a safe, clean, and secure environment in line with health and safety policies.
- Support children in managing risk, promoting informed choices while balancing safety.

Community Participation and Social Inclusion

- Support children to be part of their local community, attend activities, events, or places of interest.
- Encourage and facilitate participation in social, recreational, and cultural activities based on the child's individual preferences.
- Build and maintain links with community organisations to expand opportunities for inclusion.

Relationships and Communication

- Promote positive relationships with family, friends, and support networks, involving them appropriately.
- Take steps to find out about each child's preferred method of communication and use clear and respectful communication tailored to the needs of each child, including non-verbal methods where required.
- Advocate for the child's voice to be heard in decisions about their support and lives.

Recording, Reporting and Compliance

- Keep accurate and timely records of support provided, incidents, health updates, and outcomes achieved.
- Follow policies and procedures, including safeguarding, medication, and data protection.
- Participate in audits, reviews, and inspections to ensure ongoing compliance and continuous improvement.

Teamwork

- Work collaboratively with colleagues, families, and professionals to deliver consistent and coordinated support.
- Actively contribute to team meetings and improvement initiatives.

Continuous personal development

- Actively engage in supervision, training, and development opportunities to maintain and improve professional skills.

Key Relationships

- Children we support
- Families and carers
- Registered managers and Support managers
- Fellow Support Workers and wider team
- Health professionals (e.g. GPs, nurses, therapists)
- Social workers and care coordinators
- Community groups and activity providers
- Volunteers
- External agencies (e.g. housing, benefits support, transport services)
- Compliance, safeguarding, and quality assurance teams

Skills and behaviours you need for this role

CORE SKILLS

Skill	Level required for role					What this means
Data Literacy	■	■	■	■	■	Individuals at this level have a basic understanding of data collection, organisation, GDPR compliance, and reporting, ensuring accuracy and security.
Digital Skills	■	■	■	■	■	Individuals at this level apply digital skills and security awareness to enhance efficiency, data protection, and workplace collaboration.
Governance and Compliance	■	■	■	■	■	Individuals at this level have a basic understanding of governance, policies, and compliance requirements, ensuring adherence to organisational and regulatory standards.
Commercial Awareness	■	■	■	■	■	Individuals at this level have a basic understanding of financial concepts, budgets, and cost management, ensuring responsible use of resources.
Health and Safety	■	■	■	■	■	Individuals at this level apply health and safety policies in their daily roles and actively contribute to maintaining a safe and healthy working environment.
Inclusion	■	■	■	■	■	Applies inclusive practices in daily work and actively considers the needs of others.

SPECIALIST SKILLS

Skill	Level required for role					What this means
Safeguarding	■	■	■	■	■	Individuals at this level have a deeper understanding of safeguarding practices. They know how to recognise signs of abuse in greater detail and can contribute to safeguarding efforts.

Person-centred Practice						Individuals at this level understand person-centred practice in greater depth and can implement it in their work. They are aware of the importance of collaboration and active listen
Mental Capacity						Individuals at this level have a deeper understanding of mental capacity and can identify when capacity needs to be assessed. They are aware of assessment criteria and legal frameworks.
Restrictive Practice and DoLS						Individuals at this level have a deeper understanding of restrictive practices and DoLS. They understand the situations in which restrictive practices may be necessary and the safeguards that must be in place to ensure their use is legal and appropriate.
Leading and Managing Partnerships						Individuals at this level understand the principles of managing partnerships and how to work with others in a coordinated way. They are familiar with the processes involved in developing and maintaining effective partnerships in adult care.
Duty of Care						Individuals at this level have a deeper understanding of the principles of duty of care and its application in practice. They are able to recognise the impact of their actions and decisions on the safety and well-being of individuals.
Compliance and Recording						Individuals at this level have a more detailed understanding of compliance requirements and the systems in place for maintaining records. They are aware of the regulations governing care settings and can apply them to daily practice.

BEHAVIOURS - VALUES

Behaviour	Level required for role					What this means
Equip						Individuals at this level actively apply preparation and consistency, ensuring access to accurate information and efficient workflows.
Involve						Individuals at this level actively engage others in discussions, collaboration, and decision-making.
Support						Individuals at this level actively provide support, encouragement, and advocacy for others.
Recognise						Individuals at this level actively practice clear communication, listening, and responsiveness in their interactions.
Challenge						Individuals at this level apply accountability, adaptability, and positive risk-taking to their work, ensuring progress and improvement.

COMPETENCIES

Behaviour	Level required for role					What this means
Attention to Detail						Consistently produces accurate work and ensures all key details are considered.
Crisis Management						Manages crises effectively by applying problem-solving and maintaining composure under pressure.

Emotional Intelligence						Uses emotional intelligence to communicate effectively and build positive working relationships.
Initiative						Proactively identifies tasks and opportunities for improvement without being asked
Judgement						Makes thoughtful, well-reasoned decisions within their scope of work.
Planning and Organising						Plans and manages tasks effectively, ensuring efficient completion of work.
Problem Solving						Identifies and resolves problems efficiently using structured thinking.
Resilience and Perseverance						Effectively handles setbacks and stays focused on long-term success.
Self-Motivation						Works independently and maintains motivation to achieve goals.
Team work						Actively contributes to team goals and works effectively with colleagues.