



**Happy Valley Residence
Candidate Recruitment Pack**

**Job Role:
Senior Residential
Support Worker**

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Advert

Senior Residential Support Worker
Type of Contract - Permanent
36 hours per week
Salary: £26,000 - £28,000 per annum

Happy Valley Residence is a newly established residential home, based on the outskirts of Telford.

Our home will support young people aged between 11-18 years and provides living accommodation for providing up to 3 service users at any one-time. Our purpose is to offer a wealth of opportunities to enjoy different experiences, develop confidence, independence and social/emotional skills.

This role involves ensuring that all staff adhere to organisational policies while fostering a positive work environment where everyone feels motivated and valued. Reporting to the Registered Manager, you will contribute to the day-to-day running of the home, ensuring the highest quality of care for children and young people with complex trauma, and emotional and behavioural difficulties.

Further information, please see the job description and person specification.

Happy Valley Residence is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We will carry out pre-appointment checks including DBS and will disqualify any applicant where we consider the outcomes to be unsatisfactory. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974.

Happy Valley Residence are equally committed to ensuring that no applicant will be disadvantaged or discriminated against because of their protected characteristics under the Equality Act 2010.

Application closing date: 7th September 2025

Interview date: TBC

How to apply: Please complete an application form and return to HR@happyvalleyresidence.com by the closing date

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About Us

At Happy Valley Residence, we are dedicated to making a positive impact on every child's life. Our mission is to help young people grow, achieve their best, and be happy. Our committed staff work hard every day to make a difference, no matter how big or small. Our team members are kind and caring, and they understand the importance of creating a family-like environment in our homes. We laugh together, celebrate successes, and support each other through challenges. Our young people know they can count on us through both the good times and the tough ones.

We support young people in understanding and coping with the effects of past trauma and abuse. We also help them build resilience and life skills to prepare for returning home, moving into foster care, or living independently as adults.

Our goal is to empower young people to take control of their lives and make positive choices for their future. We believe that engaging in enjoyable activities helps them stay on the right path and avoid negative behaviours.

We encourage all young people to explore their hobbies and interests, helping them connect with positive, age-appropriate social groups and make new friends—because everyone needs a friend!

In our homes, we focus on building strong, trusting relationships with young people. We work together to help them live happy, fulfilling lives, boosting their confidence and independence so they can thrive as they transition into adulthood.

OUR VISION

- **Great Care** – Giving every child the best support to help them grow and succeed.
- **Building Future Leaders** – Helping our staff learn and become the care leaders of tomorrow.
- **Supporting Young People** – Encouraging each child to find their strengths and follow their dreams.
- **Creating Happy Homes** – Providing safe, cosy places where children feel welcome and cared for.
- **Always Improving** – Working hard to make children's care better every day.

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Job Description

Job Title:	Senior Residential Support Worker
Responsible to:	Registered Manager
Main purpose of role:	To support the Registered Manager in the day-to-day running of the home, ensuring the highest quality of care for children and young people with complex trauma and emotional and behavioural difficulties (EBD). To act as a role model, provide leadership to the team, and create a safe, nurturing, and therapeutic environment that promotes healing, development, and positive outcomes.

Main Duties and Responsibilities:

Child-Centred Care

- Deliver consistent, structured, and trauma-informed care in accordance with each young person's care plan and individual risk assessments.
- Build trusting, therapeutic relationships with children who may have experienced abuse, neglect, attachment disruption, and developmental trauma.
- Promote emotional resilience, coping skills, and positive identity formation.

Safeguarding and Child Protection

- Implement and uphold all safeguarding procedures, acting immediately on concerns or disclosures.
- Understand the impact of trauma and ACEs (Adverse Childhood Experiences) on behaviour and mental health.
- Support children through episodes of crisis, using de-escalation and positive behaviour support strategies.

Leadership and Supervision

- Lead and supervise shifts, including allocation of duties, managing routines, and responding to incidents.
- Mentor and support junior staff, modelling trauma-informed and therapeutic practice.
- Contribute to team meetings, reflective practice sessions, and supervision processes.

Record Keeping and Administration

- Accurately complete daily logs, incident reports, care records, and statutory documentation.
- Monitor and contribute to the development of Placement Plans, Behaviour Support Plans, and Risk Assessments.
- Support in the preparation for and attendance at LAC reviews and professionals' meetings.

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Monitoring and Improvement

- Assist the Registered Manager in monitoring standards of care.
- Contribute to Regulation 45 (Quality of Care) reviews and internal audits.

Domestic and Practical Duties

- Take part in household tasks including cooking, cleaning, and budgeting, involving children in life skills where appropriate.
- Ensure the physical environment is safe, homely, and therapeutic.

Emergency and Crisis Management

- Lead and support the team during crisis or high-risk incidents.
- Actively participate in on-call and rota duties including sleep-ins, weekends, and evenings.

Other Duties

- Be aware of and comply with policies and procedures relating to child protection, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person.
- Contribute to the overall ethos/work/aims of the Happy Valley Residence
- Participate in training, other learning activities and performance development as required
- Any other duties commensurate with the duties/responsibilities/grade of the post

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Person Specification

	Essential	Desirable
QUALIFICATIONS		
Level 3 Diploma in Residential Childcare (or Children & Young People's Workforce – Social Care Pathway)	X	
Very good numeracy and literacy skills	X	
Commitment to ongoing CPD and trauma-informed training.	X	
EXPERIENCE		
Minimum 2 years' experience working in residential childcare, specifically with EBD and trauma-affected children.	X	
Experience leading shifts and mentoring staff.	X	
Proven ability to manage challenging behaviours and support emotional regulation.	X	
ABILITIES, SKILLS & KNOWLEDGE		
Understanding of trauma, attachment theory, and developmental psychology.	X	
Knowledge of Children's Homes Regulations 2015, Quality Standards, and Ofsted expectations.	X	
Able to support and lead a team under pressure.	X	
Skilled in de-escalation, behaviour management, and reflective practice.	X	
Competent in completing detailed reports and risk assessments.	X	
PERSONAL QUALITIES		
Emotionally resilient, patient, and non-judgmental.	X	
Empathetic, nurturing, and authoritative in a therapeutic way	X	
Passionate about improving outcomes for vulnerable young people.	X	

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Commitment to safeguarding and promoting the welfare of children and young people	X	
Genuine respect for others and desire for equality of opportunity and diversity	X	
Ability to work as part of a team, understand other roles and responsibilities and your own position within Happy Valley Residence	X	
Have a willingness to demonstrate commitment to the values Happy Valley Residence	X	
OTHER REQUIREMENTS		
Full UK Driving Licence – often required.	X	
Flexible to work unsociable hours, including sleep-ins, weekends, and holidays	X	
Enhanced DBS check.	X	

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