

JOB DESCRIPTION

JOB TITLE: Senior Residential Childcare Practitioner
REPORTING TO: Home Manager

JOB PURPOSE

- To provide a residential service to children and young people.
- To assist home manager in leading, motivating and supporting a team of residential childcare practitioners.
- To assist the home manager to ensure the best outcomes possible for each child and young person are promoted.
- To be responsible for the day to day management of the home in the absence of the home manager and the assistant home manager.

CONTEXT

Our Client is committed to providing Clinically advised, risk managed Care and Education in a therapeutic setting where complex social, emotional and educational needs are met by attachment aware, therapeutically informed practitioners. Our service is informed by therapeutic principles and values set out in the manifesto of The Consortium for Therapeutic Communities and Community of Community therapeutic standards.

RESPONSIBILITIES

➤ **Supervisory responsibilities**

- To undertake the day to day management of the household as directed by the home manager or assistant manager
- To be responsible for the day to day management of the home in the absence of the Home Manager.
- To offer professional practice support meetings to staff to complement staff supervision
- To contribute to the development of practice, in line with The clientstandards and policies, and ensuring that staff adhere to the policies that are agreed.
- To encourage, support and guide members of the staff team.
- To be the Key Worker for individual children.
- To attend Case Reviews, Planning Meetings and any other meetings as required.
- To undertake specific administration tasks within the unit as directed by the Home Manager.
- To actively participate in supervision, appraisal, training, meetings & consultancies.
- To be aware of Health & Safety regulations and integrate these into practice.
- To maintain records as required.
- To participate in the on call system

➤ **Professional childcare practice**

- To contribute to the development of the children and young people through the provision of a healthy life style
- To promote and provide a variety of appropriate, stimulating activities and a Consistent and caring adult model.
- To be alert to signs of distress or abuse and to ensure that the children and young people are monitored and protected and have their needs met ensuring that all safeguarding needs are met.
- To be sensitive to the needs of individual children and young people, taking account of disability, race, culture, language, religion and sexuality.
- To engage, communicate, talk and listen to the children and young people. To observe their behaviour and record significant features.
- To contribute to care planning and the implementation of these plans.
- To participate in reviews and meetings as required and prepare young people for these meetings.
- To provide additional support and comfort to children and young people under stress.
- To use reactive strategies to control the behaviour of children and young people who are unable to manage their own behaviour.
- To provide for children and young people's physical needs as necessary, for example by attending to personal care needs, cooking, cleaning, washing, shopping and budgeting or by enabling children and young people to carry out such tasks themselves.
- To undertake risk assessments and implement stay safe strategies.
- To follow The client Policies and Procedures.
- To assist children and young people realise their full potential in terms of the five outcomes as set out in Every Child Matters and the Children and Family's Act 2004.

➤ **Personal**

- To take responsibility for own professional development. Keep abreast of good practice, Company policy and procedures in order to develop skills, knowledge and experience.
- To make use of regular professional supervision.
- To inform the Home Manager or appropriate other of malpractice or evidence which may suggest this.
- To undertake and feedback on relevant training courses.
- To take a lead role in the project on specific issues as identified by the Home Manager e.g. as mentor, health and safety rep. Key worker etc.

➤ **Additional Information**

- You will be required to become proficient in behavioural management techniques including physical intervention. The client will provide appropriate training.

PERSON SPECIFICATION/COMPETENCIES

- Confident in responding appropriately to challenges within a residential or school environment.
- Has values in line with in holistic child care approach and practice
- Able to present a professional image at all times that models core values.
- Ability to work with a variety of internal and external professionals.
- Can demonstrate commitment to the staff teams, young people and the service in order to be part of a team that delivers high quality outcomes.
- Ability to work independently or as part of a team.
- Ability to be flexible when required
- Has excellent communication (verbal and written) skills.
- Understands the importance of and can use the support networks available to them.
- Understands the management role in providing support and guidance for the staff teams
- Self-starter with the ability to identify issues, and the skills to respond (in line with policy

and procedure).

- Confident decision maker who can problem solve under pressure.
- Excellent role model to staff
- Reliable member of the team

QUALIFICATIONS/ MINIMUM REQUIREMENTS.

- Diploma Level 3 in Residential Childcare or equivalent
- Previous experience of working with young people in a residential setting.
- Full manual driving license.

This job description describes in general terms the normal duties which the post-holder will be expected to undertake. However, the job or duties described may vary or be amended from time to time without changing the level of responsibility associated with the post.

The clientsupports and promotes Equal Opportunities in employment and opposes all forms of unlawful discrimination on grounds of; race, nationally, ethnic or national origin, sex, marital status, disability, sexual orientation, religion or belief and age.

You are expected to comply with Oracle's policy on Equal Opportunities all times and to ensure that your work practice and actions re-enforce this at all times.