

Extending the boundaries of therapeutic care, education, and knowledge

JOB DESCRIPTION

JOB TITLE: Residential Childcare Practitioner

REPORTING TO: Home Manager

Job Purpose

To play a full and effective role as a member of the staff team, providing high-quality assessment and residential care for young people.

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

Professional Childcare Practices

- To adhere to the client's ethos and work within policy and practice guidelines
- To actively participate in the development of a therapeutic environment and ensure that the highest standards of care are provided for each young person
- To maintain a high standard of record keeping and report writing
- To be a key worker to specific children and participate in the primary care and support for all children and young people with the home
- To participate in the development of individual risk assessments, behaviour support and treatment plans
- To contribute to care planning, participating in reviews and other meetings as required, and to assist in the implementation of care plans
- To be alert to signs of distress or abuse, and to ensure that the young people are monitored and protected following safeguarding procedures
- To ensure the health & safety of children is monitored in accordance with the law and good practice guidance

- To participate in individual supervision, training and staff development opportunities as offered through the centre
- To maintain and promote effective professional relationships with colleagues, management, external professionals and parents
- To undertake any other duties commensurate to the post as directed by management

Relations with colleagues

- To act as a member of the staff team, supporting colleagues and being prepared to receive support as necessary
- To participate in staff meetings
- To act flexibly, within reasonable bounds, in order to ensure the necessary cover for the residential home
- To inform colleagues of recent developments, for example during hand-over;

Household Responsibilities

- To share in the practical activities necessary to maintain a home
- To set high standards in home-making
- To care for the fabric, equipment and grounds
- To be accountable for monies allocated for specific purposes

Personal

- To keep abreast of good practice in order to develop skills, knowledge and experience in accordance with the personal development contract
- To make regular use of supervision
- To be open to systematic personal review and improvement, including the development of an understanding of the dynamics of intensive therapeutic work
- To report to line management, or other appropriate person, malpractices or evidence which may suggest it

Additional Information

You will be required to become proficient in behavioural management techniques including physical intervention. You will be provided with appropriate training.

Person Specification/Competencies

Essential

- Basic computer skills
- Domestic housekeeping skills
- Awareness of the principles of equal opportunities and anti-discriminatory practice
- Ability to work as part of a team or independently
- Understanding of confidentiality
- Basic understanding of the principles of childcare legislation
- Assertive and confident
- Good interpersonal / social skills
- Responsible and mature outlook
- Empathetic
- Good sense of humour
- Non-judgemental
- Ability to display appropriate responses to anger and anxiety
- Ability to relate honestly to young people
- Punctual and reliable
- Flexible (travel and shifts)

Desirable

- Transferable life and interest skills
- Understanding of child development and the impact of abuse
- Innovative and creative
- Able to work alone without direction
- Previous experience of working with young people in a residential setting

Qualifications/ Minimum Requirements**Essential**

- Basic computer skills
- Full manual driving Licence

Desirable

- Minimum of GCSE in Maths and English, or equivalent
- Diploma Level 3 in Residential Childcare or equivalent

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.

Our client supports 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 the client's policy on Equal Opportunities all times and to ensure that your work practice and actions re-enforce this at all times.