



Job Description Summary

Job Title: Casual / Bank / Full time Therapeutic Residential Practitioner

Reports To: Registered Manager / Deputy Manager, Senior Residential Practitioner

Salary Scale: £12.50 to £14.00 per hour, with progression based on experience, qualifications (NVQ/QCF), and ongoing development.

Job Purpose: To support the emotional, social, educational, and physical needs of young people in care, ensuring they have opportunities to reach their full potential and achieve positive outcomes. This role requires adherence to the Children's Homes Regulations and Care Standards of 2015 and OFSTED requirements.

Nature of the Position

- **Location:** Based in one of the Children's homes.
- **Flexibility Requirement:** Employees may be required to work at other appropriate facilities as needed.
- **Support Needs:** Caring for young people with various difficulties, requiring tailored support.
- **Work Schedule:** Includes shifts during weekends, evenings, sleep-ins, and holidays, along with administrative tasks such as meetings, supervision, appraisals, training, and reviews.

Key Duties

- **Positive Engagement:** Promote good relationships and encourage achievement among young people, providing a positive role model and maintaining professional standards.
- **Routine and Boundaries:** Maintain routines, limits, and boundaries, encouraging understanding of actions and consequences and the importance of positive relationships.
- **Educational Support:** Support educational development, stay informed on educational matters, and contribute to the development of opportunities.
- **Key Worker Role:** Act as a key worker for individual young people, supporting the implementation of their care plans and contributing to reviews and planning processes.
- **Daily Programmes and Activities:** Contribute to the development of programmes and plans, and participate in social, recreational, and educational activities.
- **Collaboration:** Liaise with parents and partner agencies, ensuring the best interests of young people are promoted.
- **Record Keeping:** Maintain necessary records timely and to a high standard.

- **Professional Development:** Stay informed about the latest practices, policies, and legislative developments, and continuously improve personal performance.

Additional Expectations

- Employees are expected to work flexibly, sometimes performing tasks not explicitly outlined in their job descriptions to meet the needs of the service.
- Professional conduct, adherence to the legislative framework, and compliance with Organization Policies and Procedures are required at all times.

This job description outlines the responsibilities and expectations for the Casual / Bank and full time Therapeutic Residential Practitioner role, emphasizing the importance of providing tailored support to young people, maintaining professional standards, and committing to continuous learning and development within the childcare sector.

Person Specification Residential Care Worker / Casual Residential Care Worker

	Essential	Desirable
Qualifications / Education	NVQ/QCF/ CYP level 3 health and social care children and young people / working with children and young people Be willing and able to study for a relevant qualification if not currently held	Additional qualifications related to the care sector
Knowledge	Knowledge and understanding of the Children's homes Regulations 2015 Working together to safeguard children 2015 OFSTED inspection framework (SCCIF) Children's Act 1989 (2004,) leaving care Act 2000 Knowledge and understanding of multi-agency working An Understanding of equal opportunities Knowledge and understanding of Safeguarding	A sound knowledge of human growth and development and the affects of trauma, abuse and deprivation. Knowledge of a wide range of health, education, social work and voluntary services for children and young people and the ability to use them.
Experience	Previous experience of working with children or young people in a residential setting. Experience of managing challenging behaviours and complex needs, including emotional and behavioural difficulties. Experience of managing young people in crisis	Experience of working with young people with mental health and anxiety disorders Experience of monitoring, recording and reporting writing Experience of working with CSE Experience of working with Autism, Aspergers, ADHD, ADD, ODD and learning disabilities
Skills & abilities	The ability to communicate effectively with children and young people, families, colleagues and external agencies. Effective and efficient recording skills.	Skills in assessment, planning, recording and decision making.

	<p>To be able to work to own initiative</p> <p>Ability to take direction and self-motivate</p> <p>Excellent Oral and written interpersonal skills</p> <p>Effective and efficient team work</p> <p>To conduct themselves in a professional manor in statutory reviews and professional meetings</p> <p>To lead by example and follow policy and procedure</p> <p>To engage and motivate young people</p>	
Personal qualities	<p>An ability to interpret and respond appropriately to a range of emotions and behaviours.</p> <p>An ability to adapt and respond positively to changing patterns and work situations.</p> <p>High level of emotional awareness in both self and others. Able to use initiative and act in a confident, self-directed and resourceful way to identify and resolve difficulties.</p> <p>Views the needs of the young people as paramount.</p> <p>Able to contribute to safe caring by promoting a culture of openness.</p>	<p>Seeks appropriate assistance when limits of own capabilities are reached.</p> <p>Confronts difficult issues or setbacks straightforward and honestly.</p> <p>Recognises the importance of team working and participates effectively and constructively in its functioning.</p> <p>Committed to the principle of personal development.</p>
Other	<p>I.T. and report writing Skills</p> <p>Adaptability and flexibility to working pattern to meet needs of the service</p> <p>A passion for wanting yung people to reach their full potential</p> <p>A minimum of 22 years) in age in line with regulations requirements)</p> <p>Hold a full, current, driving licence (the post holder is required to be a driver for this position)</p>	<p>Hobbies and interests that can be incorporated in working with young people</p>

Additional Requirements and Commitments

Physical Demands and Training:

- The role involves direct interaction with service users and can be physically demanding.
- Employees must be capable of fulfilling all job requirements and participating fully in mandatory training.
- Specific training provided includes Emergency First Aid and PRICE Physical Intervention training, equipping staff with skills for safe holds in non-threatening manners.
- Full participation in all training sessions is mandatory for employees.

Inclusion Policy:

- The organisation encourages applications from individuals with disabilities or medical conditions.

- Applicants are required to inform the organisation of any pre-existing conditions requiring adjustments to the standard working agreement.

Safeguarding Commitment:

- The organisation is dedicated to the safeguarding and welfare of children, young people, and vulnerable adults.
- All staff and volunteers are expected to uphold this commitment.
- An Enhanced Disclosure and Barring Service (DBS) check is required.
- Proof of a complete work history since leaving full-time education is necessary.
- Three references covering the last 5 years of work history must be provided and confirmed.

These additional requirements highlight the organisation's commitment to both the welfare of its service users and the support and inclusion of its employees. Ensuring that staff are properly trained and vetted, along with accommodating those with disabilities or medical conditions, reflects a balanced approach to creating a safe, effective, and inclusive working environment.