



Job Title: Senior Therapeutic Practitioner

Reports To: Registered Manager / Deputy Manager

Salary Scale: £14.00-£15.50 per hour, plus £60 per sleep-in

Nature of the Post

Location: Based at one of the residential homes of the organisation.

Flexibility: May be required to work at other homes of the organisation.

Work Environment: Caring for young people with various difficulties requiring different levels of support.

Work Schedule: Shifts including weekends, evenings, sleep-ins, and during the young people's holidays. Includes administrative hours for meetings, supervision, appraisals, training, and reviews.

Transportation: May use the organisation's vehicle for activities with children/young people.

Objectives

Support the Registered Manager and/or Deputy Manager in leadership and management duties.

Provide professional support in the home, adhering to Company policy, procedures, and Children's Homes Regulations 2015.

Demonstrate professional development and enhance the development of team members.

Key Duties

Safe and Caring Environment: Create a secure environment meeting the needs of young people.

Promote Positive Outcomes: Foster a culture promoting young people's choices for optimal outcomes.

Policy and System Compliance: Develop and monitor systems and policies for legislative compliance and high care standards.

Key-Working Responsibilities: Oversee risk assessments and care plans for young people.

Safeguarding Awareness: Promote awareness of safeguarding issues and manage challenging behaviour.

Needs Assessment: Assess needs and coordinate plans, respecting the wishes of young people and their guardians.

Educational Opportunities: Support and contribute to the educational provisions and achievements of the young people.

Direct Work: Undertake work to meet the identified needs in the care plan, focusing on transitions and significant relationships.

Community and Agency Networks: Establish networks to achieve optimal outcomes and foster positive relationships with families.

Team Assessment and Appraisal: Assess and appraise team members to enhance performance and professional development.

Professional Presentation: Promote a positive image of the organisation through professional conduct and report writing.

Safeguarding Promotion: Take responsibility for promoting safeguarding and the welfare of the children and young persons in care.

Additional Requirements

Professional conduct and adherence to legislative frameworks and company policies are expected at all times.

The nature of work is varied and sometimes unpredictable, requiring flexibility and readiness to cover tasks beyond the specific job description.

Person Specification Senior therapeutic practitioner

	Essential	Desirable
Education/ Qualifications	NVQ / QCF level 3 Health & Social Care working with children and young people (CYP level 3) or equivalent Willingness to complete the QCF level 5 leadership and management for children and young people within 18 months of commencement in post (paid for by the employer as part of a professional development plan)	QCF level 5 leadership and management for children and young people
Knowledge	Understanding of the Children Act 1989/2004 Understanding of the children's homes regulations 2015 Understanding of the SSCIF An understanding of the issues affecting looked after young people within residential	Understanding of the Ofsted inspection process
Experience	2+ years experience of working in a Children's residential setting Working with statutory and voluntary agencies Multi-disciplinary approach to meeting clinical, physical and emotional needs. In-depth understanding of care planning and risk assessing	Experience of supervising staff and leading a shift Experience of multi agency working Working in other settings. Working families

Skills & Abilities	Flexibility to respond to the needs of the home and young people. Ability to motivate, supervise, and appraise staff, ensuring that training and development needs are met Good communication and interpersonal skills, with a high standard of oral and written English – ability write reports and chair meetings Ability to plan and organise the staff rotas Good organisational & time management skills	The ability to work within a child focused framework independently
Other	Passion to contribute to the development of services for children/young people A current clean driving licence (this post requires you to be a car driver)	Access to a vehicle

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 and young people, 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.