

## Assistant Practitioner - Frequently Asked Questions

**Q. I have never worked in a secure environment before, does this matter?**

**A.** No! We can teach you everything you need to know about working in our environment. What we ask for is enthusiasm, commitment and a passion to work with our children and young people.

**Q. Does an Assistant Practitioner get paid any shift enhancements or weekend working allowances?**

**A.** Yes. An Assistant Practitioner gets paid an additional 0.33 an hour for every hour worked after 8pm during the week and an additional 0.5 an hour for weekend working.

If a Bank Holiday falls on your normal working day, you will be expected to work it, but you will receive double time for the shift.

**Q. What is the annual salary for an Assistant Practitioner?**

**A.** An Assistant Practitioner annual salary is between £19,945 and £22,462 per year pro rota. This is without any of the enhancements mentioned above.

With the shift enhancements, for a 25hr per week Assistant Practitioner contract, your starting annual salary will be approximately £16953 (minus any bank holidays).

**Q. What is the rota pattern like?**

**A.** The rota follows a 3 weekly pattern, which allows you to know what you are working weeks and months ahead. Assistant Practitioners typically work 'PM' shifts and weekends. Assistant Practitioners will work 2 out of 3 weekends running activity sessions for the young people.

A 'PM' shift is 2pm – 10.45pm

An 'AM' shift is 7.45am – 2.30pm

**Q. What will I be doing as an Assistant Practitioner?**

**A.** All our staff's primary responsibility is to provide consistent care and support for our young people. What you do with the young people will depend on you and your skills / experience. We expect Assistant Practitioners to plan and deliver evening and weekend activities for the young people. This can be anything from a Bake Off, to a 5 a side league to teaching circus skills! It all depends on what you are willing to give a go with your team for support.

All our Assistant Practitioners eat dinner with the young people, help them complete their daily job, help them complete their homework, complete welfare checks on young people in their bedrooms and provide positive challenge and support to the young people and their team.

You will have 1 identified young person that you will meet with weekly on a 1-1 basis to offer targeted life skills work to. This could involve budgeting skills, meal planning and cooking skills, fitness skills etc.

**Q. What training is available to Assistant Practitioners?**

**A.** When you start work with us, you will complete an intense induction with us. This will involve completing online training, face to face training on a range of topics relevant to our young people and the secure estate and MAPA (Managing Actual and Potential Aggression) training. You will also complete a number of shadow shifts on the unit where you will be buddied up with an experienced member of staff who will show you the daily routine etc.

There is regular training provided both by Nottinghamshire County Council and Clayfields House that you will be able to attend on a range of subjects.

**Q. Is there any career progression available?**

**A.** Yes. Assistant Practitioner is the first step on the ladder at Clayfields within the Care staff team. You are able to work your way up to the next level which is a Practitioner and further if you wish! We have a number of staff in the building who have done this.

**Q. What is MAPA and how often is it used?**

**A.** MAPA stands for the Managing of Actual and Potential Aggression. It is what we use at Clayfields House to disengage young people from poor behaviour as well as the technique used to physically restrain the young people if needed. It does not use pain and compliance and is aimed at being supportive for young people as a means of helping them to control their own behaviours / prevent harm to themselves / prevent harm to others / prevent serious property damage.



How often MAPA is used, always depends on the young people we have in the building at any one time. We can often go weeks / months with no need to use it. Other times we can be using it a number of times in one day. It is always our last resort, and there are a number of other strategies that we will use before we use MAPA. In a situation where MAPA is used, you will be using it as part of a team, with a Duty Manager overseeing the process so you will not be alone.

You will have a 4 day training course on MAPA when you start, plus a 1 day refresher every 6 months.

**Q. What support will I get as a member of staff?**

- A.** You will be allocated to a team (we have 3 different teams) which you will work with and get to know as your team mates. We expect all of our teams to support each other every single shift. You will have a shift leader supporting you directly with the young people, as well as a Duty Manager for additional support if needed. You will receive regular supervision from your line manager, as well as attending a team meeting every 3 weeks.

We have an onsite Health Team who can offer you additional support, either as a team or on a 1-1 basis. Your line manager can also refer you to the Nottinghamshire County Council Counselling service if required.