



**Everyone's  
got potential.**



**Can you help  
our young people  
make the most  
of theirs?**



## ***'The best thing about Clayfields is the people - staff and young people' – Resident A (age 14 yrs)***

### **Putting things in perspective**

Our young people have usually faced some pretty tough challenges before they arrive in our care. Life's not been easy, and the issues they are having to deal with are not always of their own making – but the impact is personal and significant. So they are complex individuals who can feel mixed up, rejected, angry, confused, isolated, abandoned – and they come to us with more “baggage” than you'd expect an average young person to have acquired.

Working with our young people has its challenges and its rewards – but the outcomes can be life changing for the young people. We are looking for a few special individuals who've got the tenacity and drive to help turn things around for these young people.

### **Our young people need someone who can:**

- Listen
- Engage
- Inspire and encourage
- Offer ideas and options
- Be a positive role model
- Provide challenge and guidance
- Be strong for them
- Deal with young people's emotions (and their own)
- Be fair and consistent
- Be a “parent” for them when they need one

***Ofsted said 'building and maintaining relationships with young people who are often in crisis when admitted, is a real strength. These relationships withstand challenges and at times rejection due to the persistence of staff who work through periods of difficulty in a systematic, resilient and non-judgemental way'.***

### **About Clayfields House**

Clayfields House is a Local Authority Secure Children's Home (LASCH) and is part of Nottinghamshire County Council. We are a national resource providing secure care, education and specialist interventions for up to 20 vulnerable young people between 10 and 18 years of age.

Within the centre, a total of 12 beds are contracted to the Youth Custody Service, with the other 8 available to Local Authorities to purchase for young people secured under Section 25 of The Children's Act.



By **secure**, we mean that all doors within the Centre are locked. Young people are supervised at all times, unless they are in their own bedrooms. All communal areas have CCTV in operation in order to assist in the safety of staff and young people. All staff carry personal 'minders' and have a set of keys that are attached to them at ALL times.

Young people are secured at Clayfields House whilst serving a sentence, on remand waiting to attend court or, are subject to a Section 25 Welfare order. These young people are secured due to extreme risks or ongoing severe issues in the community.

Our philosophy is that **change is always possible** and that even the most distressed, disenfranchised and difficult to engage young people, can make successful progression into a productive adulthood.

It is our mission to provide secure care, education, training and specialist interventions of the highest quality for the most vulnerable and challenging young people in England and Wales.

We are situated in Stapleford which is a small town between Nottingham and Derby and easily accessible from the M1 via junctions 25 or 26.

At Clayfields House everything is specially designed to be secure and safe for young people with challenging and high risk behaviours. We take great pride in the quality of care we offer and the facilities available for our residents.



Every young person benefits from their own bedroom with en-suite facilities. Bedrooms are specifically designed to be safe. There is access to the education ICT system for homework, a multimedia system (linked to our positive behaviour incentive scheme) and the potential for the young person to individualise the living space and make it their own and feel homely within the boundaries of being in a secure unit.



Outside of school times, young people benefit from structured enrichment activities to further enhance and promote a positive life style. Staff are encouraged to be creative in providing activities for our young people – helping them identify their strengths, develop their skills and hobbies, and explore their potential as young adults.



***‘The best thing about Clayfields is it gives you another chance to turn your life around and start a fresh page with everyone around me.’ – Resident B (15years)***



## Role Description:

The role of Senior Practitioner (SP) within Clayfields House is fast paced and has many facets. You will be assisting in developing and implementing the philosophy of the unit, contributing to the development of services for young people and their families along with reviewing the effectiveness, quality and equality of service delivery. You will also be responsible for maintaining security, safety and both leading and following the procedures and setting the boundaries.

You will, following your induction, become an allocated Case Manager for two young people supported by a Key Worker, Co-Worker and Intervention Worker. This will require you to plan and co-ordinate bespoke sessions for your young person on a weekly basis, ensuring written updates are provided to the wider team on progress of these sessions.

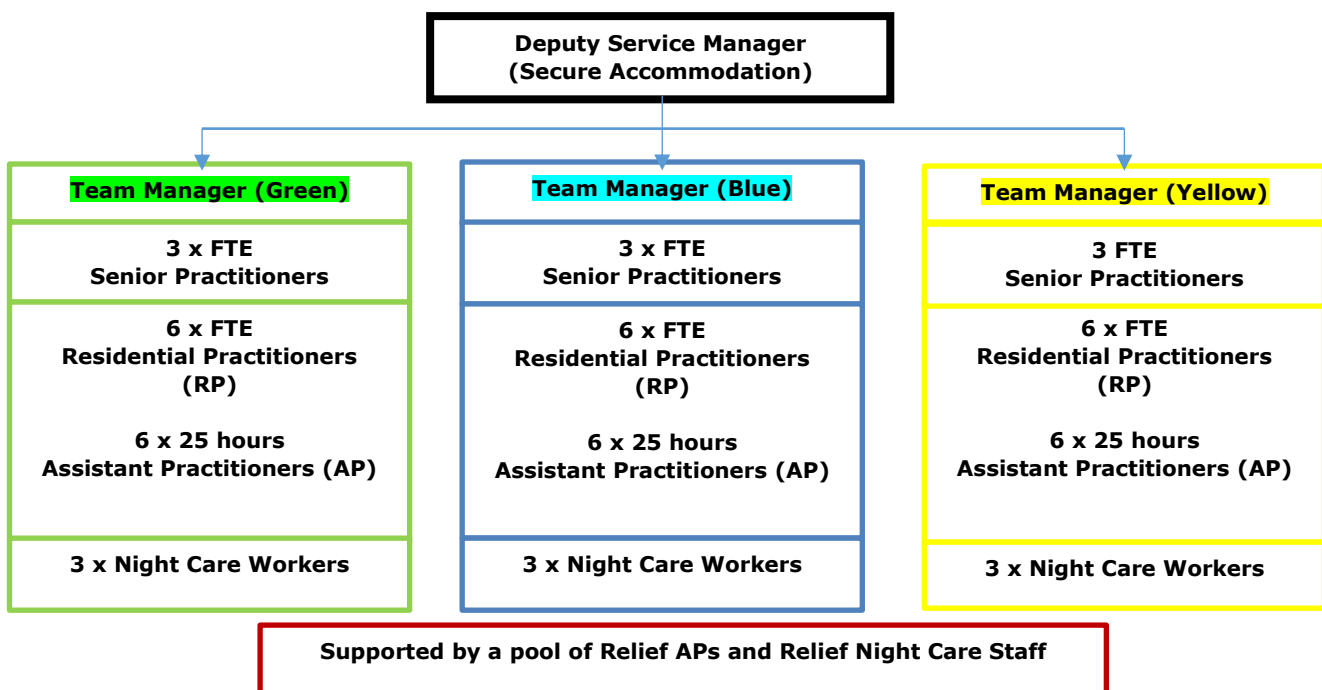
You will spend most of your time on your allocated house unit, where you will be able to build up positive close working relationships with the young people. It will be your responsibility to shift lead on your house unit, leading your team to deliver a safe, pro-active organised shift to help provide structure and positive experiences for the young people. You will also be responsible for developing and instilling life skills for the young people which will positively set them up for their future.

It is important that you are resilient and able to keep pace with the ever changing behaviour of the young people, yet work within the individual plans that are in place.

The SP posts work a shift pattern with your allocated team. You will be trained to provide Duty Manager coverage on a rota basis, where you will be the Manager responsible for the Centre for your shift. You will have direct line management of a number of staff on your team and you will be responsible for leading and inspiring your unit team. The SP role is vital in the Centre to offer young people the opportunity to try new experiences / activities that they may otherwise never have known about or thought of trying. SP's are responsible for liaising with their young people's wider multi-disciplinary team both in and out of the Centre to ensure clear communication takes place and the needs of the young people are planned for and met.

## The Clayfields House team:

Clayfields House is a multi-disciplinary Centre which includes education, Interventions, care staff, support services staff as well as an onsite Health Team. The residential care team members are allocated to one of three bands which are Blue, Green or Yellow. We then have three staff teams per band covering Sherwood, Loxley and Scarlet, which are our House Units. See below structure chart which best explains this.



***‘The best thing about Clayfields is the staff for being there.’ – Resident D (age 17 years)***

There is an extremely thorough induction programme which covers all aspects of working at Clayfields House along with specific role based induction and mandatory training.

Clayfields House provides and encourages progression through ongoing training and development opportunities. You will also receive regular supervision with your line manager, as well as reflective practice sessions with the Health Team.

***‘Three things I have learnt about myself while I have been at Clayfields are I get too aggressive quickly, I have mixed with the wrong crowd, I have changed my life around and improved on things I couldn’t have done in the community.’ – Resident C (age 15 years)***

**We need staff with:**

- Emotional resilience
- An ability to work under extreme pressure
- Ability to work with the most challenging young people in society
- Good communication skills at all levels e.g. young people, colleagues, senior managers and external professionals
- The ability to advocate for, and on behalf of, the young person
- The ability to be an excellent role model
- A ‘pro solution focused’ approach to your working
- An ability to see problems as challenges
- Lastly and most importantly - ‘fresh ideas’!

**To be considered for this role, we expect you to:**

- Have, or be willing to undertake, the Children’s Workforce Level 3 Diploma, or to hold an equivalent qualification
- Have an understanding of the safeguarding issues which may impact on people in care
- Have an understanding of physical, emotional, cultural, racial and individual needs in a residential setting
- Have an understanding, awareness of & commitment to equality issues

Please see the person specification and job description for full details / requirements.

***Ofsted said “The social worker of one young person said, ‘this young man has made massive progress during his time there. His education, social skills, self-care skills and confidence have all grown immensely. They have found and recognised issues that we didn’t know existed and he has developed a range of new skills which the home has introduced, such as him learning to play the guitar”.***

**How to apply:**

When completing your on-line application form you must ensure that you fully address and make comment on the criteria listed. The panel will short list solely against these elements. If you have not covered these criteria requirements in enough depth you will not be included on the short list of candidates. I would strongly suggest you use these headings and demonstrate to the shortlisting panel written information of your experience, skills and knowledge and how you meet each heading.

Further guidance can be found on the Nottinghamshire County Council's job vacancies website.

For informal discussions, please feel free to contact Lucy Evans, Deputy Service Manager (Secure Accommodation) on 01159170010 or email [lucy.evans@nottsccl.gov.uk](mailto:lucy.evans@nottsccl.gov.uk)