

Everyone's got potential

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



Build your career
in our children's
residential services



Nottinghamshire
County Council

Putting things in perspective

We are looking for caring and nurturing individuals with an unwavering level of commitment towards children. If you are empathetic and empowering, you could help children to realise their potential and build their self-esteem. We are seeking individuals who can build positive relationships with children and work with them in a sensitive way.

Candidates should be aspirational for children and understand that children have a voice. That their views, thoughts and opinions not only matter but are important to the people who are caring for them. We want individuals who are strong advocates for children. People who are innovative, dynamic and forward thinking.

We are looking for a few special individuals who have got the tenacity and drive to help turn things around for these youngsters and who understand that it is our privilege to be able to look after these amazing children. People who have an abundance of patience and understanding about the lived experience of children in residential care and are passionate about making their lives better!

Our young people need someone who can:

- Listen
- Understand
- Inspire and encourage
- Offer them 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
- Be 'strengths-based'
- Be a good team player – reliable, committed and supportive





Our key principles:

- Children in residential child care should feel loved, be happy, healthy, safe from harm and able to develop, thrive and fulfil their potential.
- Residential child care should value and nurture each child as an individual with talents, strengths and capabilities that can develop over time.
- Residential child care should foster positive relationships, encouraging strong bonds between children and staff in the home on the basis of jointly undertaken activities, shared daily life, domestic and non-domestic routines and established boundaries of acceptable behaviour.
- Residential child care should be ambitious, nurturing children's school learning and out-of-school learning and their ambitions for their future.
- Residential child care should be attentive to children's needs, supporting emotional, mental and physical health needs, including repairing earlier damage to self-esteem and encouraging friendships.
- Residential child care should be outward facing, working with the wider system of professionals for each child, and with children's families and communities of origin to sustain links and understand past problems.
- Residential child care should have high expectations of staff as committed members of a team, as decision makers and as activity leaders.
- Residential child care should provide a safe and stimulating environment in high-quality buildings, with spaces that support nurture and allow privacy as well as common spaces and spaces to be active.
- We will build on our own resilience and support our young people to recognise their capacity to cope successfully with adversity to promote positive outcomes.
- We will help young people to identify a wider range of emotions in themselves and others, enabling them to develop empathy which is an essential role of residential care. We will listen and support and help young people to understand and share their experiences and emotions.

About our homes:

Nottinghamshire County Council (NCC) has an estate of six residential children homes that provides accommodation and/or short breaks to children and young people. Each home is regulated by Ofsted and is subject to its inspection regime. These homes are divided into two types:

- Specialist Disability Children Homes (SDCH) – establishments that provide a range of residential and/or short breaks specifically to children and young people living with a disability (Caudwell House, Minster View and The Big House).
- Mainstream Residential Children Homes (MRCH) – establishments that provide residential accommodation to children who are looked after (Lyndene, Oakhurst and West View).

Specialist Disability Children's Homes (SDCH):

Minster view provides residential care for young people who have severe learning disabilities combined with challenging behaviours. The home provides accommodation for 12 children aged between 8-18 years. There are 11 residential beds and one emergency bed. The home has a full range of facilities including soft play areas, outside climbing/ playing facilities including a secret sensory garden, and sensory rooms. There are also separate kitchen facilities for independent work and areas for private study.

The Big House is a purpose-built home which provides short breaks for up to eight children with significant learning disabilities and associated challenging behaviour. It also has capacity for one emergency placement on a short-term basis for a child aged up to 18-years. In addition to this, day care can be provided for a maximum of six children up to 18-years-old.

The Big House provides a sensory room with lots of indoor activities and games for the children to enjoy on an individual basis or with peers. It has a practical kitchen for children to increase their skills to support their development. Outside, extensive grounds incorporate a large, totally safe, play area. There are swings, cycles (and track) and equipment designed to challenge and improve dexterity and mobility.

Caudwell House provides residential care and short breaks for up to 12 children and young people aged between 10-18 years who have physical disabilities, associated learning difficulties and/or health care needs. The home is well-equipped for play and leisure activities, having its own sensory room, art and craft room, ball pools, playrooms and media room, along with a vast range of games and activities.



Mainstream Residential Children's Homes (MRCH):

Generally, children reside in one of our MRCH because they are unable to live at home, or with other family members or carers. These homes provide a range of care for children, some with emotional and behavioural difficulties; some children may also have moderate learning difficulties.

Lyndene is a three-bed children's home in Edwinstowe that supports children with emotional and behavioural difficulties. Children here have experienced emotional difficulties that have impacted on how they manage some of their emotions and behaviours. We believe it's important to create an environment where a child's individual, spiritual, cultural, educational, health, leisure and life experiences are met in a non-institutional way. We strive to create and maintain a homely, welcoming atmosphere where children feel safe, nurtured listened to, valued, respected and cared for. Our goal is to support children in finding alternative and positive ways to communicate and develop. The staff team provide routine, structure, new experiences for children, fun, and a sense of achievement

Oakhurst is a children's home situated in Mansfield, a 10-minute walk from the town centre and close to many leisure. The home accommodates up to four children aged between 10-18 years. The children often have experienced emotional and behaviour difficulties and can present some challenging behaviour. As this is a small home, we have a small but dedicated team of carers who endeavour to ensure that all the children have their needs met in a warm, safe caring environment.

West View children's home provides support and care for some of our most vulnerable young people. We aim to provide the right placement at the right time, and for residential childcare to be a positive and beneficial choice for the children and young people living at West View. Each child's abilities and individual stage of development will determine their starting point when they arrive with us and inform how we support them through a complex and extended period of transition before they're able to positively engage and develop. We are able to support up to four children, including children with learning difficulties and associated emotional and behavioural difficulties. As a team, we are working hard to change the way professionals talk about children in care, develop carers' language to avoid stigma and barriers for understanding and, most importantly, empower children in their care experience.

About our job roles:

What types of people move into residential work?

Our residential workforce is made up of people from a range of backgrounds, who bring a variety of skills and life experience to our residential teams. They may have joined us from college, as university students, or they may have already worked in a related field, such as probation, youth work, education church/community work, or health. They're usually looking for a job where they can make a difference to the lives of children and young people, and a job that offers the right training to help them build their skills, knowledge, and confidence, over time.

How could you get started/what are your options?

We are looking for staff who've had at least six months' previous experience of working, or volunteering, with children or young people in a similar or related field. We feel this experience provides a good basic understanding of children and young people's needs, how to work as part of a team, and what the demands of childcare work might be.

You could start as a Residential Care Worker or as a Residential Social Care Worker, working directly with the young people who are living in our homes. You'll have a thorough induction, and time to 'settle in' with the home's routines, as well as getting to know the other staff on the team. You'd need to be able to work shifts on a rota basis, and occasional weekends, but there are enhanced pay levels for any unsocial hours that need to be worked. Most homes work alternate weekends, or one in three.

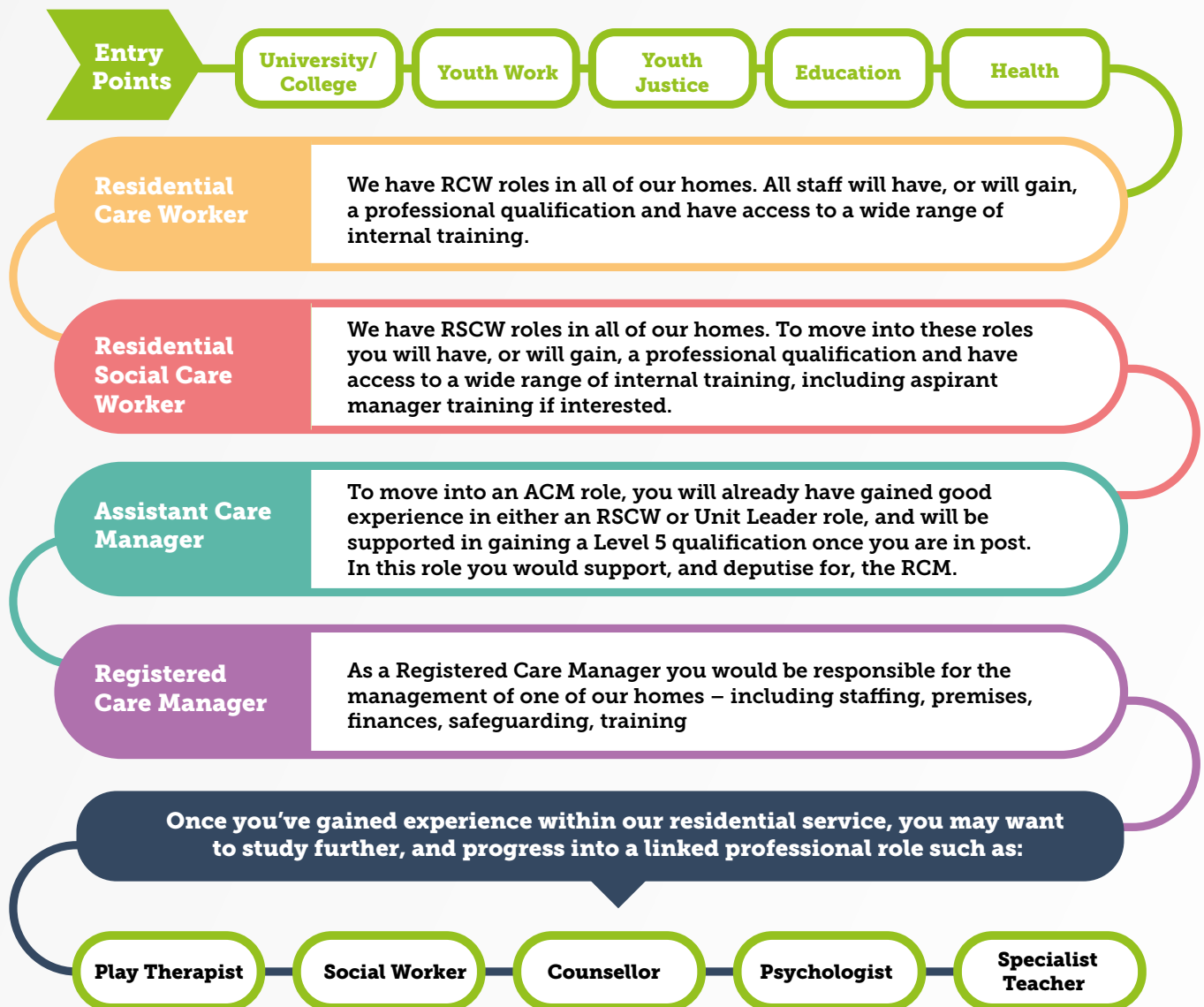
What career opportunities are there?

We've developed a career pathway plan for our residential workforce, which allows staff to progress into more senior roles as they increase their knowledge and skills. We provide a comprehensive package of continuous professional development, including professional qualifications, and personal development options. Take a look at our career pathway diagram on the next page to find out more about the options that could be open to you as a member of our workforce.



Children's Residential Workforce - Career Pathway

This career pathway is intended to give our residential workers a clear understanding of the progression routes and career development options that will be available to them during their time working in our residential settings. In Nottinghamshire, we have three mainstream residential homes, three specialist homes for children with disabilities, and one secure unit. Whichever route you take, you will have the same access to training opportunities, and to career progression – with the option to gain experience across our different homes to develop your skills and knowledge.





If you'd like to have an informal chat with one of our managers before you apply, contact Liz.Maslen@nottscc.gov.uk and we will put you in touch with one of our homes.

Within your application, remember to provide us with a good supporting statement telling us how your skills and experience meet the requirements of the role, as outlined in the job description and the person specification. This is really important as we'll use what you tell us here when we're deciding who to select for interview!

We hope you've found this information useful, and we look forward to receiving your application soon!



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