

<b>Title</b> <b>Practitioner – Clayfields House Secure Children's Home</b>	<b>Department</b> <b>Youth, Families &amp; Social Work</b>	<b>Post Ref.</b>
<p><b>Job Purpose</b></p> <p>To provide safe, supportive and positive care to all children and young people, this will include pro-active involvement in all aspects of their day to day social and educational care, in line with the service plan and associated standards within the Children's Home Regulations 2015.</p> <p>To carry out key working responsibilities with vulnerable children and young people who have complex needs and challenging behaviours, which will involve co-ordinating all identified care planning, report writing and be responsible for requests to and from external bodies, through the direction of your Senior Practitioner.</p> <p>You will have shift leading and safeguarding responsibilities for the most vulnerable children and young people in England and Wales.</p> <p>The post holder will follow a rota pattern of work, involving a planned shift pattern, which will include evenings, weekends and bank holidays and on occasions awake-night and sleep-in duties.</p>		
<p><b>Key Responsibilities</b></p> <ol style="list-style-type: none"> <li>1. To offer children and young people a high standard of physical and emotional care, involving supporting with education, life skills and health needs, including mental health support as part of the Corporate Parenting role.</li> <li>2. Undertake shift-leading responsibilities.</li> <li>3. To provide a high standard of care to children and young people which is efficiently and effectively delivered within organisational policy and statutory requirements.</li> <li>4. To provide care within an environment that positively integrates race, culture gender, disability, sexual orientation etc.</li> <li>5. To ensure that managers are informed of significant matters arising in connection with the Home, including areas that are a requirement under the Children's Homes Regulations 2015 and/or in the best interest of the young people in your care.</li> </ol>	<p><b>Key Accountabilities</b></p> <ol style="list-style-type: none"> <li>1. Sets a personally high standard of customer service and puts into practice the Council's commitment to excellent customer service.</li> <li>2. Mentoring and supporting frontline staff by demonstrating a positive working ethos, sharing expertise and helping staff to work more effectively to meet the needs of the children and young people.</li> <li>3. Builds positive personal relationships with children and young people, with colleagues and partners acting as a role model providing appropriate support, advice and guidance.</li> <li>4. To ensure the environment is safe in line with internal procedures, whilst ensuring a safe and homely environment for children and young people.</li> </ol>	

<ul style="list-style-type: none"> <li>6. To work positively and enabling with children and young people with challenging behaviour to affect change and positive outcomes and ensure children and young people have access to representation and complaints procedure.</li> <li>7. To act as an advocate for the children and young people in your care.</li> <li>8. To communicate effectively and professionally verbally, non-verbally and in written form.</li> <li>9. To have knowledge and application of relevant Health and Safety and any other relevant legislation.</li> <li>10. To contribute to and implement effective strategies for managing challenging behaviour, following the MAPA training, principles and strategies.</li> <li>11. To contribute to and implement child care planning.</li> <li>12. To communicate effectively, professionally and sensitively with children, young people, their families and relevant professionals.</li> <li>13. To have a working knowledge of Clayfields Safeguarding Procedures, including its application where children and young people raise concerns and at all times with due regard to your 'statement of primary responsibility'.</li> </ul>	<ul style="list-style-type: none"> <li>5. To act on and promote the Service vision, mission and core principles</li> <li>6. Treats all customers and colleagues with respect, consideration and the appropriate level of confidentiality.</li> <li>7. Challenges inappropriate behaviour.</li> <li>8. To work in accordance with Nottinghamshire County Council's and Clayfields policies and procedures and associated National legislation, including Children's Homes Regulation 2015.</li> <li>9. Exemplifies safe working in line with health and safety and safeguarding protocols and procedures, acting as a source of advice to other staff.</li> <li>10. Dispense medication to the children and young people, ensuring adherence to the Controlled Drugs Policy and the Medication Policy</li> </ul>
<b>The post holder will perform any duty or task that is appropriate for the role described</b>	

<b>Person Specification</b>	
<b>Education and Knowledge</b> <ul style="list-style-type: none"> <li>1. Should hold a Diploma/ NVQ 3 CCYP/Health &amp; Social Care, CWDC Diploma or equivalent. <i>If not currently held will be required to register on a programme and will be expected to achieve this within 6 months of being confirmed in post.</i></li> </ul>	<b>Personal skills and general competencies</b> <ul style="list-style-type: none"> <li>7. Puts into practice the Council's commitment to excellent customer care.</li> <li>8. Works efficiently and effectively and actively looks for ways of improving services and outcomes for customers.</li> </ul>

<ol style="list-style-type: none"> <li>2. Must be educated to GCSE grade C or above in English or evidence Literacy skills to Level 2 of the national qualifications framework.</li> <li>3. Must understand the broad principles of the Children Act 1989 (and subsequent amendements) and other social care related legislation.</li> <li>4. Must have a clear understanding of the safeguarding issues for children and young people in a residential care setting.</li> <li>5. Must have an understanding of children and young people's physical, emotional, cultural and racial and individual needs in a residential setting.</li> <li>6. Must have an understanding of, and an ability to manage challenging behaviour.</li> </ol>	<ol style="list-style-type: none"> <li>9. Works well with colleagues but also able to work on their own initiative.</li> <li>10. Shares the Council's commitment to providing a safe environment for customers and staff and also treating all with respect and consideration</li> <li>11. Commitment to self development and training. Including a willingness to undertake training as identified (particularly Diploma Level 3 qualification).</li> <li>12. Ability to work within a stressful environment, to recognise and manage stress by accessing support and developing resilience skills.</li> <li>13. Excellent time-keeping.</li> </ol>
<p><b><i>Experience</i></b></p> <ol style="list-style-type: none"> <li>16. Must have a minimum of 1 year experience of working with children and young people, in a residential setting.</li> </ol>	<ol style="list-style-type: none"> <li>14. Able to demonstrate patience, flexibility, integrity, resilience, enthusiasm and sensitivity and present as a good role model for children and young people.</li> <li>15. Must be able to work on a rostered basis, including weekend and unsociable hours, including sleeping-in duties, bank holiday working and awake night duties, where necessary.</li> </ol>
<p><b><i>Role Dimensions</i></b></p> <ol style="list-style-type: none"> <li>1. Responsibility for shift leading duties, which includes the deployment and delegation of tasks.</li> <li>2. Small financial oversight, when undertaking shift leading responsibilities.</li> </ol> <p style="text-align: right;"><i>Please attach a structure chart</i></p>	

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