



## **JOB DESCRIPTION**

**Job Title:** Residential Child Care Practitioner

**Reports To:** Deputy or Registered Manager

**Purpose Of Job:** To be part of a team offering a comprehensive residential service to children and young people, with the aim being to ensure the physical, social and emotional care, and development of the young people are met.

### **AIMS & OBJECTIVES**

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Beaufort Care Group offers a caring, supportive residential environment for the young people in our care. We have a number of years' experience in high quality childcare supporting children from 10 to 18 years old, with our focus centred on the needs of the child.

The welfare of our young people is paramount in the role of a residential childcare worker. Not only do residential childcare practitioners keep our young people safe, but as the daily care provider they also make a fundamental contribution to their care, learning and development.

### **MAIN DUTIES & RESPONSIBILITIES**

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#### **Young People**

- Work to devise, review and implement young people's care plans to enable them to achieve positive outcomes as agreed with manager
- Be a positive role model, nurture and care for all young people in the Home.
- Be an allocated key-worker for specific young people. With the support and guidance of a Senior Manager.
- Promote health and development young people as appropriate to their needs
- Maintain a positive and informed response to young people and their behaviour.
- Provide and participate in leisure activities with young people in line with their care plans and the direct guidance and supervision of senior managers.
- Support young people with education in a non-teaching capacity.
- Comply with and promote a therapeutic approach based on attachment theory and restorative principles.

#### **Home and Organisation**

- Promote a positive culture within the home and a homely environment.
- Maintain structure, boundaries and domestic routines within the home.
- Be responsible for the Health and Safety of the home, young people and yourself
- Work in accordance with the Quality Standards and Children's homes regulations, and co-operate with any inspection process.
- Carry out duties in line with Beaufort Care Group policies and procedures.
- Complete and maintain administrative records as required by the home.

#### **Partnership & Team Work**

- Develop and maintain appropriate working relationships with families.
- Work in partnership with colleagues and other professional to meet the social, emotional, education, health and mental health needs of young people.
- Participate in, and complete reports for, Statutory Reviews and meetings concerning the young people

#### **Professional Development**

- Attend and participate in supervision and staff meetings as required
- Undertake relevant mandatory training in Essential, Core and Advanced subjects.
- Undertake and attain a minimum professional qualification: Level 3 Diploma in Health & Social Care, Children & Young People pathway, as required by Children's Home Regulations 2015.



*The above job description forms part of your main terms and conditions of employment, although does not include or define all tasks. The Company reserves the right to vary duties and responsibilities at anytime.*

**Equal Opportunities**

Beaufort Care Group Ltd supports Equal Opportunities in employment and opposes all forms of unlawful discrimination on all grounds. You are expected to comply at all times to the Companies EO Policy and Guide to Equality document

PERSON SPECIFICATION		
	ESSENTIAL	DESIRABLE
<b>Personal Attributes &amp; Child Centred Approach</b>	<ul style="list-style-type: none"> <li>• Self-motivate with a positive attitude</li> <li>• Be responsive and reflective</li> <li>• Be accountable, honest and reliable</li> <li>• Show empathy and listen to young people</li> <li>• Demonstrate value based practice.</li> <li>• Show an ability to engage with young people in a positive and proactive approach</li> </ul>	<ul style="list-style-type: none"> <li>• Motivate, support and influence</li> <li>• Be assertive and advocate for others</li> <li>• Positive leadership</li> <li>• Develop innovative solutions</li> </ul>
<b>Job Skills</b>	<ul style="list-style-type: none"> <li>• Good standard of recording and reporting</li> <li>• Ability to manage and communicate with young people both individually and groups</li> <li>• Demonstrate the qualities to use non-verbal communication effectively.</li> <li>• Ability to organise workload and time.</li> <li>• Demonstrate an aptitude to build and maintain meaningful relationships with young people.</li> <li>• Ability to use IT</li> <li>• Ability to assess risk objectively</li> </ul>	<ul style="list-style-type: none"> <li>• Food preparation</li> <li>• Ability to manage and communicate with professionals</li> <li>• Experience in accurate recording and reporting</li> <li>• Awareness of and ability to use non-verbal communication effectively.</li> <li>•</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• To work in a non-discriminatory manner</li> <li>• Understanding of the issues surrounding C &amp; YP, challenging behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>• Children's Residential Care systems and practice.</li> <li>• Understanding of Trauma, Attachment and Child Development theory.</li> <li>• Local Children's Social Care services and Looked After Children provision</li> <li>• Drug and alcohol awareness</li> <li>• Awareness of young people's mental health issues</li> <li>• Knowledge of relevant legislation, regulations and policy issues</li> <li>• Quality Standards and Children's Homes Regulations 2015</li> <li>• The Children's Act 1989</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of communicating with children and young people or vulnerable young adults.</li> <li>• Working individually and within a team</li> <li>• Working without supervision</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in residential care setting.</li> <li>• Previously worked with young people experiencing emotional and behavioural difficulties</li> <li>• Experience and ability in dealing with complex situation involving young people and families</li> <li>• Experience of work or volunteering with children and young people or vulnerable young adults.</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• To be committed to work towards achieving an NVQ 3 Health &amp; Social Care/Children &amp; Young People OR Diploma L3 Health &amp; Social Care / Children &amp; Young People</li> </ul>	<ul style="list-style-type: none"> <li>• Other qualification in relevant subject at Level 3 or above.</li> <li>• NVQ 3 Health &amp; Social Care/Children &amp; Young People OR Diploma L3 Health &amp; Social Care / Children &amp; Young People</li> <li>• Full Manual UK Driving Licence</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <li>• Commitment to personal and professional development.</li> <li>• Ability to engage with learning opportunities including effective use of supervision, training, e-learning and feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Valid certificates in Food Safety, Fire Safety, and Emergency Aid at Work.</li> </ul>



<b>Working Conditions</b>	<ul style="list-style-type: none"><li>• Ability to manage Sleeping in duties</li><li>• Willing to work shift pattern including evenings, sleep-ins and weekends.</li><li>• Flexibility to work hours at short notice within Beaufort Care Group Homes</li><li>• Bank Holidays &amp; Christmas Holidays worked on a rota</li><li>• To be physically able to carry out the strategies as recognised in the approved behaviour support system (Team Teach)</li><li>• Ability to manage what can be an emotionally demanding role</li><li>• A satisfactory DBS will be required for all employees</li></ul>	<ul style="list-style-type: none"><li>• Team Teach</li><li>• Ability to make independent judgements and exercise initiative within agreed limits to prioritise workloads and recognise coping mechanisms</li></ul>
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