



Job Description

Job title: LD TIC Practitioner

Service: Tier 3.5

Hours: NIGHT SHIFTS ONLY - 36 hours per week

Salary: £40,000 per annum

Additional information: All staff will be included in a 24/7 weekly rota. 36 hours per week will be broken in to 3 12-hour shifts starting at 8pm and finishing at 8am.

Great Minds Together are a not-for-profit community interest company that provides bespoke wraparound support services and intervention for children, young people, and families who have special educational needs and disabilities and/or social, emotional, and mental health needs. Our ethos as an organisation is to provide better outcomes for children, young people, and their families.

We are looking for individuals who have a passion for working with children, young people, and their families. You will have the resilience to continue to work with children & young people with either/or special educational needs, disabilities social/emotional, and mental health needs who may present with challenging behaviour as a result of previously unmet needs. You will strive to achieve good outcomes and support both the young person and their families with any concerns they may have. We work alongside other professionals and agencies towards our shared vision to achieve a better quality of life for children, young people, and their families.

Role

As an LD TIC Practitioner, you will work as part of a multi practitioner team supporting children and young people in a residential setting. You will assist in the development and implementation of the young persons' care plan and GMT Therapeutic Mental Health Intervention Programme (The Great Minds Model), ensuring their needs are met. You will assist in the running of the home as required and ensure that all daily recordings of the young person's day are kept to a high standard.

Main Duties and Responsibilities

- Promote good practice through the provision of a secure and caring environment for the children in accordance with the Great Minds Together Values and Tier 3.5 Therapeutic Mental Health Intervention Programme.
- Implement individual intervention programmes in accordance with the philosophy of GMT which support the prevention of wrongful hospitalisation and unnecessary police intervention.
- Be aware of and respond to the needs of children and young people – physical, emotional, spiritual, intellectual, social, and cultural, operating a true Trauma Informed, Biopsychosocial approach.
- Create positive relationships with children and young people and interact in a way that promotes self-esteem and confidence.
- To action tasks in accordance with GMT's policies including risk assessment strategies, the Missing from Home protocol as required and act as an 'Appropriate Adult' when reasonable to do so.
- To report all serious incidents which occur during any period of time.



- Support with daily tasks within the home and ensure that no unauthorised persons enter the building during the period of duty.
- Work in a flexible manner and be prepared (in the event of staff being late, delayed or who have reported sick) to remain at post until relieved, even though this would mean remaining in duty after normal finishing times so as not to breach the DOL orders in place in respect of staffing ratios.
- Be alert and observant with regards to the well-being of the young person.
- To be part of the staff team – to participate in training, to attend staff meetings and to assist with home functions including administration duties.
- To attend regular supervision and always be aware of your own resilience levels.

Due to the nature of the work of Great Minds Together, tasks and responsibilities are, in many circumstances, unpredictable and varied and may include weekend and evening working. All staff are, therefore, expected to work in a flexible way when the occasion arises, when tasks not specifically covered in their job description must be undertaken. These additional duties will normally be to cover unforeseen circumstances or changes in work, and they will normally be compatible with the regular type of work. If the additional responsibility or task becomes a regular or frequent part of the member of staff's job, it will be included in the job description in consultation with the member of staff.

Skills and Qualifications

Qualifications

Essential:

- Educated to a good standard

Desirable:

- Level 3 Diploma for the Children and Young People's Workforce
- Recognised Social Work Qualification
- Relevant Education or Childcare Qualification
- PMVA trained

Skills

- Ability to understand children and young people that may present with distressed behaviour as a result of past experiences and have patience to help them work through those behaviours and not take their behaviour personally.
- Listening and counselling skills.
- Trauma informed.
- Have an understanding of the Biopsychosocial approach.
- Have the ability to handle conflict, use initiative and work as part of a team.
- Strong oral and written communication skills appropriate to the needs of the children and the staff group.
- Ability to have good organisational and time management skills.



Experience

Essential:

- Experience working with young people (particularly those that may present with distressed behaviour) in family situations, school, children's residential establishments or in voluntary activities with young groups.
- Experience in working with young people that have a learning disability, Autism and/or have experienced Trauma (including Trauma from unmet needs).

Expectations

To always work in line with the values of Great Minds Together, ensuring that the standard of support provided to families is the best it can be, that all staff operate in an understanding and non-judgemental way. To ensure that all documentation and correspondence produced by the staff at Great Minds Together is of the highest standard, and relationships with professionals are positive and balanced even where there may be need to professionally challenge.

Ethos and Culture of Great Minds Together

I am passionate about improving the lives of Autistic children and adults and committed to Great Minds Together's values, culture, and ethos. I will represent Great Minds Together in a positive manner and will always behave professionally. I will demonstrate empathy and support towards families and collaborate with staff and volunteers in the Great Minds Together team.

Vision:

"Our shared vision is for every person we support to live a life they enjoy and is meaningful to them at every stage"

Mission:

"To support and empower autistic and neurodivergent individuals through the provision of holistic person centred services, whilst promoting training, wellbeing, inclusion and acceptance regionally and nationwide"

Values:

Passionate; Inclusive; Empowering; Ambitious; Open; Innovative

Great Minds Together Six Core Values

We are fully inclusive and operate with integrity

We celebrate Neurodiversity

We are a learning & reflective organisation

We afford opportunities to those who have not followed the standard route to further education

We demonstrate balanced perspectives at all times

We are honest, open & transparent

We go above and beyond the call of duty for our young people, families and staff

We are solution focussed