



Job Description and Person Specification

Job Title	Responsible to	Direct Reports	Working Hours
Primary Care Practitioner	Registered Manager	None	<ul style="list-style-type: none">• Full time• Sleep ins where required
Bank Primary Care Practitioner	Registered Manager	None	<ul style="list-style-type: none">• 0 hours• Sleep ins where required
Night Primary Care Practitioner	Registered Manager	None	<ul style="list-style-type: none">• Full time

Job Purpose:

To provide high-quality care and support for children with learning disabilities in a residential setting. The employee will contribute to creating a safe, supportive, and inclusive environment that promotes the well-being, independence, and development of each child. They will follow individual care plans, uphold safeguarding procedures, and work closely with the care team, families, and other professionals to ensure the holistic care needs of the children are met.

Key Responsibilities:

Child-centred Care

- Provide direct care and support to children with learning disabilities, focusing on meeting their emotional, physical, and social needs.
- Build trusting relationships with children to encourage their development, independence, and well-being.
- Support children with daily activities, including personal care, and recreational activities, to promote their self-esteem and confidence.

Safeguarding and Welfare

- Ensure the safeguarding and protection of children by following all safeguarding procedures and policies in line with relevant guidelines and best practices.
- Report any safeguarding concerns immediately to the designated safeguarding lead, ensuring children's safety and welfare is always a priority.
- Actively contribute to risk assessments and care plans, ensuring they reflect the specific needs and risks associated with each child.
- Always act as a Professional Parent in line with individual care plans.

Support Individual Development

- Help implement individualised care plans, which may include assisting with communication, mobility, behaviour management, and personal development.
- Promote positive behaviours and independence in children by using appropriate strategies that respect their dignity and individual needs.
- Encourage participation in educational, social, and community activities, ensuring each child has access to opportunities that promote their development.

Team Collaboration and Communication

- Work effectively as part of a team, contributing to regular team meetings, care planning, and review processes.
- Maintain clear, accurate, and timely records of each child's care and progress in accordance with organisational policies and regulatory requirements.



- Collaborate with other professionals, such as social workers, healthcare providers, and teachers, to ensure that the child's needs are met and that their development is supported in all areas.

Health and Safety

- Ensure the environment is clean, safe, and welcoming, adhering to all health and safety regulations and guidelines.
- Support children in maintaining their health, administering medication as required and in line with care plans, and supporting with personal care tasks when necessary.
- Promote positive hygiene and health routines to foster good physical and mental well-being.

Training and Development

- Attend mandatory training sessions, including safeguarding, health and safety, physical intervention, first aid, and other relevant courses, to ensure continued professional development.
- Participate in supervision and appraisals, setting personal goals for development and improving practice in line with the needs of the children.
- Undertake Level 3 diploma if not already qualified.

Additional Information:

- The role requires working in a residential care setting, including evening, weekend, sleep ins, and holiday shifts as needed.
- The successful candidate will be required to undergo an Enhanced Disclosure and Barring Service (DBS) check, as well as full safer recruitment checks.

Key Skills and Experience:

Essential:

- Experience working with children or young people, preferably with learning disabilities or other additional needs.
- Knowledge of safeguarding and child protection procedures.
- Ability to work effectively as part of a team and independently when required.
- Excellent communication skills, including the ability to adapt communication methods to suit the needs of children with learning disabilities.
- A caring, patient, and resilient nature, with a genuine commitment to improving the lives of children with learning disabilities.
- NVQ Level 3 in Health and Social Care (Children and Young People) or equivalent, or the willingness to undertake training to achieve this.

Desirable:

- Experience in implementing behaviour management techniques and care plans.
- Understanding of relevant legislation and statutory guidance.
- A commitment to safeguarding and promoting the welfare of children.
- Patience, empathy, and an ability to build trusting relationships with children and colleagues.
- Flexibility and adaptability to work in a dynamic, fast-paced environment.
- Strong organisational skills and the ability to manage multiple tasks and priorities.

The job description is subject to review and is not exhaustive. Duties may be amended to meet the needs of the service.