

Job Description and Person Specification

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

Job Purpose:

As a Senior Primary Care Practitioner, you will take on a leadership role in providing high-quality care and support to children with learning disabilities in a residential setting. You will work closely with the Registered Manager to ensure the safe, supportive, and inclusive environment that promotes the well-being, independence, and development of each child. You will lead by example, supporting the team to implement individual care plans, safeguard children, and work collaboratively with families and professionals to meet the holistic needs of the children.

Leadership and Supervision of Care Team

- Provide leadership, guidance, and support to PCP / Bank PCP / Night PCP's to ensure that the highest standards of care are maintained.
- Assist in the induction, training, and professional development of staff, ensuring that all team members are equipped with the skills required to meet the needs of children with learning disabilities.
- Support the team with case discussions, care planning, and review processes, ensuring the child's individual needs are addressed in a holistic manner.

Child-Centred Care

- Take a lead role in providing direct care and support to children with learning disabilities, ensuring their emotional, physical, and social needs are met.
- Foster trusting relationships with children, empowering them to achieve their potential, develop independence, and improve self-esteem.
- Supervise staff in supporting children with daily activities, personal care, and recreational activities, ensuring their safety, dignity, and well-being at all times.

Safeguarding and Welfare

- Ensure all safeguarding and child protection procedures are followed rigorously by the team in line with relevant guidelines and best practices.
- Lead by example in adhering to safeguarding procedures, reporting any concerns promptly to the Registered Manager or designated safeguarding lead.
- Actively contribute to risk assessments and care plans, ensuring they are regularly reviewed and adjusted as needed.

Support Individual Development

- Oversee the implementation of individualised care plans, supporting children with communication, mobility, behaviour management, and personal development.
- Promote positive behaviours and encourage independence, ensuring that appropriate strategies are in place to meet the specific needs of each child.
- Support the team to facilitate access to educational, social, and community opportunities that enhance the development and quality of life for children.



Team Collaboration and Communication

- Act as a key member of the leadership team, ensuring smooth communication and collaboration between all staff, families, social workers, healthcare providers, and other professionals.
- Maintain clear, accurate, and up-to-date records on children's care, progress, and any significant events, ensuring compliance with organisational policies and regulatory requirements.
- Support team meetings and contribute to the development of service improvements and initiatives.

Health and Safety

- Ensure the residential environment remains safe, clean, and welcoming, adhering to health and safety standards and protocols.
- Oversee the administration of medication, ensuring it is done safely and in line with care plans.
- Promote healthy lifestyles by encouraging good hygiene, physical health routines, and mental well-being strategies.

Training and Development

- Attend and contribute to ongoing mandatory training, including safeguarding, health and safety, physical intervention, first aid, and other relevant courses.
- Take responsibility for your personal development, setting goals for growth and improving practice in line with the evolving needs of the service and children.
- Support staff to develop professionally, including mentoring and guiding them through their qualifications and training.

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 of working with children or young people, specifically with learning disabilities or other additional needs, with a minimum of one year in a residential care setting.
- NVQ Level 3 in Health and Social Care (Children and Young People) or equivalent, or the willingness to work towards achieving it.
- Strong understanding of safeguarding procedures and child protection policies, with a commitment to keeping children safe.
- Ability to supervise, mentor, and support care staff, ensuring high standards of care are maintained.
- Excellent communication skills, both verbal and written, with the ability to adapt communication methods to suit the needs of children with learning disabilities.
- A caring, empathetic, and resilient approach, with a passion for supporting vulnerable children and young people.
- Ability to work independently and manage a range of responsibilities and tasks effectively.
- Knowledge of relevant legislation and statutory guidance.
- Experience with behaviour management techniques and understanding of therapeutic approaches to support children with learning disabilities.



Desirable:

- Experience in a senior or supervisory role within a residential care setting.
- Level 4/5 qualification in Health and Social Care or a relevant leadership qualification.

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