

OUR PROMISE

"We believe in all of our people, we are committed to each other in creating opportunities, fulfilling our purpose, feeling loved and having a sense of belonging."

Job Description and Person Specification - Senior Therapeutic Residential Practitioner

Role	Senior Therapeutic Residential Practitioner
Salary	£35,200
Hours of Work	40 hours per week
Reports to	Residential Manager

Job Description:

The Role:

To assist the Management Team with the effective and efficient management of the house. To work within and ensure effective delivery of the main responsibilities and key result areas identified within the role of Senior Therapeutic Residential Practitioner.

You will be part of a unique team who will drive the staff team to not only facilitate positive practice but you will have the opportunity to shape the practice of our Service.

The Senior Therapeutic Residential Practitioner will have demonstrated their experience of prioritisation and allocation of high-level needs, including involvement in child protection and outcome focused interventions. You will believe in the benefits of a team approach placing

the child at the centre of the care plan whilst being committed to partnership working by practising this methodology with all stakeholders.

We believe in a culture of continuous improvement and professional development therefore it is important for the Senior Therapeutic Residential Practitioner to share that belief and display a firm commitment to the vision, culture, values and aims of Our Promise.

Senior Therapeutic Residential Practitioners will also demonstrate a drive for supporting, motivating, supervising and mentoring high performing teams to ensure that they achieve good outcomes for our young people.

Senior Therapeutic Residential Practitioners should ideally have at least 2 years residential experience for the post and a clear understanding of the Health and Social Care Standards, the Care Inspectorate inspection process and the systems we have in place to meet each of the quality statements within the four quality themes. You will have gained your HNC and SVQ3 related to Children and Young People.

The Functions:

To ensure that a high standard of service is being delivered by yourself and that you present yourself as a positive role model to both your peers and our young People.

You will ensure that not only do you understand the daily routines of the house but you participate in the identified tasks that mean these are completed to the highest standard.

In your role as a Senior Therapeutic Residential Practitioner you will be 'on show' therefore it is your responsibility to ensure that your practice is of the highest standard and that your practice is within the Policies and Procedures established in the home and those of Our Promise.

It will also be your responsibility to be conversant with the 'Health and Social Care Standards' and to ensure that all our work is carried out to enable the effective delivery of this ethos.

Managing the Home

Lead shifts effectively, providing guidance, support, and direction to the staff team during day-to-day operations.

Act as a positive role model, promoting therapeutic and trauma-informed practice across the home.

Support and mentor Residential Support Workers through coaching, reflective discussions, and sharing best practice.

Assist in identifying resource, maintenance, and operational issues and report these to management.

Contribute to team meetings, reflective practice sessions, and debriefs following incidents or challenging situations.

Ensure records are completed accurately, objectively, and in accordance with organisational and regulatory requirements.

Support the implementation of action plans, audits, and quality improvement activities.

Promote a safe, clean, and nurturing environment by following health and safety procedures and reporting concerns promptly.

Assist with the coordination of visitors and professional meetings to minimise disruption to young people.

Undertake delegated responsibilities in the absence of management during a shift.

Working with Young People

Build and maintain positive, trusting, and therapeutic relationships with young people and support colleagues to do the same.

Promote safeguarding and promptly report any concerns relating to the welfare, safety, or wellbeing of young people.

Encourage young people to express their views, wishes, and feelings and ensure these are reflected in day-to-day care.

Support the implementation of care plans, risk assessments, and placement plans.

Champion individualised care that respects each young person's culture, identity, religion, dietary needs, and personal preferences.

Work directly with young people to support their educational attendance, achievement, and aspirations.

Develop positive relationships with families, social workers, schools, health professionals, and other agencies involved in a young person's care.

Advocate for young people and contribute to effective multi-agency working.

Support family engagement and positive contact arrangements in line with care plans.

Encourage participation in community activities, hobbies, and opportunities that promote independence and social inclusion.

Maintain accurate records and ensure information is handled securely and confidentially.

Support young people's health and wellbeing, including administering medication and first aid where trained and authorised.

Understand and follow whistleblowing, safeguarding, and complaints procedures, reporting concerns appropriately.

Recruitment and Professional Development

Act as a role model for good practice and support the development of Therapeutic Residential Practitioners through coaching, mentoring, and day-to-day guidance.

Assist with the induction and integration of new staff into the service.

Encourage staff to complete mandatory training and participate in learning and development opportunities.

Share knowledge and best practice with colleagues to promote high standards of care.

Contribute to supervision and performance discussions where appropriate and provide constructive feedback to team members.

Support a positive and reflective team culture that promotes continuous improvement.

Maintain own professional development through training, supervision, and reflective practice.

Support the implementation of quality assurance processes and identify areas for service improvement.

Financial and Operational Risk Management

Promote and maintain safe working practices, ensuring health and safety and safeguarding procedures are followed at all times.

Identify and report concerns, incidents, and potential risks promptly to management.

Support the effective day-to-day operation of the home, ensuring policies and procedures are implemented consistently.

Contribute to accurate record keeping, monitoring, and reporting requirements.

Use resources responsibly and report any concerns regarding expenditure or resource needs to management.

Build and maintain positive relationships with social workers, families, education providers, and other professionals involved in children's care.

Support the management team in achieving positive outcomes for children and maintaining regulatory compliance.

Take responsibility for leading shifts and making operational decisions appropriate to the role when required.

Senior Therapeutic Residential Practitioner Person Specification:

Category	Essential	Desirable	Method of assessment
Education Qualifications and SSSC requirements	SVQ3 Social Services (Children and Young People) SCQF level 7 and HNC/Academic equivalent to meet SSSC requirements.	SVQ4/SQF Level 9 Leadership and management or equivalent Management Qualification Professional Care Qualification (BA Hons Social Care, CMS, CQSE, PDA) Appropriate registration with SSSC or other relevant regulatory body	Application Form Certificates Registration Document Interview
Knowledge/ Experience	Experience in working with young people, preferably in a children's home of at least 2 years. Experience of working with young people with complex needs, additional support needs and developmental trauma. Good understanding of child	Experience of innovation as part of your work. A knowledge and understanding of Local Authority contracts and funding mechanisms Experience of working in partnership with commissioner to deliver high quality services Knowledge of relationship based models of	Application Form Interview

	<p>development and child developmental needs.</p> <p>Experience of achieving positive improvements and growth in service delivery and performance</p> <p>Experience of managing and participating in Care Inspectorate inspections and achieving successful outcomes</p> <p>Ensure that all administrative requirements of the house are maintained in such a way that they are compliant with good child care practice, houses procedures, Our Promise Policies and the Health and Social Care Standards</p>	<p>care such as social pedagogy, PACE or Trauma Informed Care</p> <p>Experience of referral review and matching and placement procedures</p> <p>Experience of working with young people with developmental trauma</p> <p>Trauma responsive practice</p>	
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	<p>Contribute to the maintenance and improvement of standards.</p> <p>Confident in using in house money management systems.</p> <p>Ability to manage and stay within budgets.</p> <p>Ensure strategies and interventions are implemented to support young people and are shared with colleagues.</p> <p>Knowledge of legislations and procedures relevant to children's residential homes and best practice relating to looked after children.</p> <p>Understanding of the regulatory</p>		
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	<p>and inspection frameworks and quality standards for residential childcare.</p> <p>Experience of multi agency working.</p> <p>Knowledge of child development</p> <p>Self and team working in a non discriminatory way with all.</p> <p>Understanding the principles of child protection and promoting of safeguarding</p>		
Skills and Abilities	<p>Establish strong, trusting, effective relationships with young people and staff and role model relational practice</p>	<p>Experience, skills or interests in creative and practical activities such as cooking, sports, music, gardening, arts</p> <p>Knowledge of working with IT systems</p>	<p>Interview</p>

	<p>Experience of upholding Children's rights and using advocacy</p> <p>Represent Our Promise to external agencies and the local community</p> <p>Able to lead the staff team to ensure they deliver a consistently high quality of care</p> <p>Observe practice and provide feedback to staff to ensure high standards at all times</p> <p>Able to time manage effectively, work on own initiative and know what to prioritise and when to delegate tasks</p> <p>Able to communicate</p>	<p>Work alongside the management team to create an exciting vision for staff and successfully manage and communicate change</p> <p>Supervisory, coaching and mentoring role</p>	
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	<p>clearly, logically and effectively both verbally and in writing</p> <p>Ability to evaluate information and problem solve through sound decision making</p> <p>Promote the health and wellbeing of our young people</p>		
Other requirements	<p>Resilience and emotional intelligence</p> <p>A personal commitment to professional development</p> <p>Able to work shifts including evenings, sleep-ins, bank holidays and weekends where necessary</p> <p>Able to take part in the on-call management</p>		<p>Interview</p> <p>Driving licence check</p>

	<p>system providing out of office hours support to the home</p> <p>Full driving licence and have a willingness to have driving licence checks undertaken</p> <p>Complete and Enhanced Disclosure Form</p> <p>Comply with health and safety and Equal opps at all times</p>		
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