

OUR PROMISE

Job description - Therapeutic Residential Practitioner Wakened Night Shift

Location: Residential Service - North Ayrshire

Line managed by: Residential Manager - Senior Practitioners

Hours of Work: An average of 40 hours per week

Job Purpose

To be part of a therapeutic, trauma informed team offering a comprehensive residential service to children and young people, the aim being to ensure the physical, social and emotional care, and development of the children and young people and the establishment.

Key Duties and Responsibilities

- Responsibility for ensuring and promoting the safeguarding of any young people that you may come into contact with.
- Work in a trauma informed way with young people
- Build positive professional relationships with young people and the staff team
- Work in accordance with Our Promise vision and aims
- To carry out duties in line with Our Promise policies and procedures
- To work during anti-social hours and bank-holidays, including weekends.
- To act as a key worker to specific young people
- Assisting in health promotion and personal hygiene development of the young people
- Work in line with young people's care plans.
- Promote young people's participation to ensure young people are actively involved in the environment and day to day activities of the home.
- To comply with the code of conduct as required by the SSSC
- To ensure the safety and wellbeing of the children and young people through the night time period. This, depending on the young person's individual care plan and risk assessment, may include regular checks on the young people throughout the night.
- To implement de-escalation and physical intervention strategies as necessary and appropriate in line with mandatory training.
- To be fully aware of safeguarding and child protection issues.
- To fully understand the reporting process of child protection within the home.
- To understand the principles of safeguarding young people, staff and self
- To have a full understanding of the emergency call out procedures of the house
- To promote structure, boundaries and domestic routines within the house.

- To work in line with young people's care and placement plans
- To work in accordance with the health and social care standards and co-operate with any inspection process
- Provide a positive role model for the young people, presenting yourself in a highly professional manner
- Work in partnership with families and other agencies to the benefit of the young people
- Participate in, and complete records for statutory reviews and meetings concerning the young people where required
- Undertake relevant training programmes as required by the Company, SSSC & Health and Social Care Standards and be responsive to own personal development.
- To have an up to date knowledge of current Legislation and Guidelines.
- Complete and maintain administrative records as required by the home
- Provide and participate in leisure activities and holidays in line with the care, placement plans and risk assessments of the young people where required.
- Take part in Handovers, team meetings and ensure all relevant information is shared with staff changing shifts.
- Develop effective professional working relationships with colleagues, children and families and maintain these relationships.
- Attend, participate and make productive use of internal and external supervision and staff meetings as required in the Health and Social Care Standards.
- To work as part of a team with colleagues and other professionals to meet the social, emotional and educational health and mental health needs of young people.
- Contribute to a culture of open and honest communication.
- Adapt and respond positively to changing patterns and work situations
- Awareness and responsibility for the health and safety of the home, children, young people, colleagues and yourself
- You must cooperate with the company in complying with the Health and Safety requirements and are therefore expected to follow Company policies, to acquaint yourself with the Fire, Health and Safety Procedures at your place of work and report any unsafe practices and conditions
- Supporting young people with education in a non-teaching capacity
- The post holder may be reasonably expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time. It is the responsibility of the post holder to comply with Health and Safety and Equal Opportunities requirements at all times.
- To provide cover to other Our Promise Residential houses when required.
- Any other reasonable management instruction and tasks.

The Company reserves the right to vary duties and responsibilities at any time within legal notification frameworks, however, not outside what is considered reasonable to the original post.

Person Specification - Residential Child Care Worker

	Essential Criteria	Desirable Criteria	Method of Assessment
Education and Qualifications	1 Commitment to achieve HNC and SVQ 3 in line with SSSC registrations criteria/timescales	1 Educated to SQA standard (or equivalent) or ability to demonstrate competency at this level	Application form and certificate check and interview
	2 Commitment to attend and complete the following training within the 6 month probationary period (9 months for Bank staff) - Safe Administration of Medication - Face to face and online (Myrus) -Fire Safety - Face to face and online -First Aid & Ligature - Face to face and online -Food Hygiene - Online -Safeguarding Children - Online (Myrus) -Driving at work - Online -Infection Prevention & Control - Online	2 SVQ 3 and HNC (or equivalent) which allows registration with SSSC or working towards.	
		3 Appropriate registration with the SSSC for Residential Child Care Workers	

	-Trauma Informed Practice (2 days)- Face to face -CALM - online & face to face -Induction Training - Face to face 3 Appropriate registration with the SSSC for Residential Child Care Workers		
Experience	4 Experience of dealing with challenging behaviours and or difficult situations.	4. One year's experience in Residential Child Care	Application form and reference check

Skills	5		Application form, references and interview
	Effective communication skills with colleagues, outside agencies, children and families		
	6		
	Good interpersonal skills and emotional awareness of self and others.		
	7		
	To work as part of a team and use own initiative when required		
	8		
	Flexible approach to work		
	9		
	Reporting and recording to a high standard		
	10		
	Put into practice legislative guidance		

Knowledge	11 An understanding of the impact of trauma, child development and the needs of young people in residential care.	5 Knowledge of the national minimum Care Standards 6 Knowledge of the Children (Scotland) Act 1995 7 Knowledge of the work of other agencies involved with children and young people 8 Understanding the principles of safeguarding and child protection	Application form and interview
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Ability	12 To form professional and positive relationships with children and young people 13 The ability to deal with difficult situations and make appropriate decisions in line with the policies and procedures of the house and Our Promise. 14 To learn quickly and absorb information in relation to working with children and young people 15 To ask for guidance and support, and to remain open honest and accountable 16 Ability to register and maintain registration with the SSSC.		Application form and Interview
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Other Requirements	Willingness to participate in, and implement all house training in practice. Ability to work shifts including evenings and weekends	Full UK Driving License	Application form, interview and licence check
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