

OUR PROMISE

Job Description - Bank Therapeutic Residential Practitioner

Line Managed by: Manager & Senior Residential Worker

Hours of Work: Bank Work

Our Why

“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 Role

To be part of a team providing a safe, loving, welcoming and caring environment for our young people. Providing opportunities for our young people to enrich their lives. Teaching our young people life skills and giving them the tools they need to lead a fulfilling life. Giving our young people a feeling of belonging, encouraging every individual to reach their full potential.

- Taking responsibility for ensuring and promoting the safeguarding of any young person that you may come into contact with
- Work in accordance with Our Promise vision, aims and culture
- Carry out duties in line with Our Promises policies and procedures
- Work in line with young people's care plans, placement plans and risk assessments
- Assisting in health promotion and personal hygiene development of the young people
- Promote young peoples' participation, to ensure young people are actively involved in the environment and day to day activities of the home
- Compliance with the code of conduct as required by the SSSC
- Ensuring the safety and wellbeing of the children and young people through the night time period.
- Implementing 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 principles of safeguarding young people, staff and self.
- To fully understand the reporting process of child protection within the home.
- To have a full understanding of the emergency call out procedures of the house.

- Promote structure, boundaries and domestic routines within the house.
- To work in accordance with the national 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 were required.
- Develop effective professional working relationships with colleagues, children and families and maintain these relationships.
- 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.
- Undertake relevant training programmes as required by Our Promise, SSSC, National Care Standards and be responsible for your own personal development.
- To have an up to date knowledge of current Legislation and Guidelines.
- Attend, participate and make productive use of supervision and staff meetings as required by the National Care Standards.
- Participate in handovers to ensure all relevant information is shared with staff changing shifts.
- Complete and maintain administrative records as required by the service.
- Contribute to an open and honest working environment.
- 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.
- Cooperation with the company in complying with Health and Safety requirements and adherence with Our Promise Policies, to acquaint yourself with the Fire, Health and Safety Procedures at your place of work and report any unsafe practices and conditions.
- Supporting, leading and assisting in the delivery of formal and informal learning activities linked to each young person's individualised care plan.
- Supporting young people in a non teaching capacity.
- Supporting alternative curriculum and curriculum enrichment activities.
- Provide and participate in leisure activities and holidays in line with the care, placement plans and risk assessment of the young people were required.
- The postholder 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 adhere with Health and Safety and Equal Opportunities at all times
- Our Promise reserves the right to vary duties and responsibilities at any time.
- To provide cover to other Our Promise houses when required.
- To work a variable shift pattern which will include evenings, weekends and sleepovers.

Education Qualifications and Experience

- Commitment to achieve HNC and SVQ3 in line with SSSC registration criteria/timescales
- Appropriate registration with SSSC for Residential Child Care Workers (application submitted within 3 months from starting employment, registration gained within 6 months from starting employment) and a commitment to comply with SSSC guidelines in relation to continuous professional development
- Experience of dealing with challenging behaviours and or difficult situations.
- Ability to work shifts including evenings, nights and weekends and to do sleepovers

Desirable qualities and attributes

- Full driving licence is desirable
- Charismatic, engaging and enthusiastic
- Operates with High level of Emotional Intelligence
- Self-driven motivated and reflective
- Resilient and Tenacious
- Transparent, honest and accountable
- Contributes positively and effectively within wider organisations
- Demonstrates professional courage and not avoiding difficult conversations
- Will proactively work to find solutions
- Caring and compassionate and has clear boundaries and expectations on responsibilities and quality standards for themselves and their team creating and protecting a culture where everyone must take responsibility and accountability for their practice
- Work as part of a team who has a clear, collective vision and aspirations for the service
- Is aligned with the 'Why' Values and Culture of Our Promise as an organisation
- Actively promotes the 'Why' values and culture within their team

Person Specification - Therapeutic Residential Childcare Practitioner

	Essential Criteria	Desirable Criteria	Method of Assessment
Education and Qualifications and Training	<p align="center">1</p> <p>Commitment to attend and complete the following training within the 9 month probationary period</p> <ul style="list-style-type: none"> - Medication - Face to face and online (Worknest/Myrus) - Fire Safety - Face to face and online (Worknest/Myrus) - First Aid & Ligature - Face to face and online (Worknest/Myrus) - Food Hygiene - Online - Child Protection <ul style="list-style-type: none"> - Face to face - Safeguarding Children - Online (Myrus) - Driving at work <ul style="list-style-type: none"> - Online - Infection Prevention & Control - Online <ul style="list-style-type: none"> - Record keeping/Profess 	<p align="center">1</p> <p>Educated to SQA standard (or equivalent) or ability to demonstrate competency at this level</p> <p align="center">2</p> <p>SVQ 3 and HNC (or equivalent) which allows registration with SSSC or working towards. Different rules and processes apply to bank staff</p>	<p>Application form and certificate check and interview</p>

	<p>ional Boundaries</p> <ul style="list-style-type: none"> - Trauma Informed Practice - Face to face - CALM - online & face to face - Induction Training - Face to face <p>2</p> <p>Appropriate registration with the SSSC for Residential Child Care Workers</p>		
Experience	<p>3</p> <p>Experience of dealing with challenging behaviours and or difficult situations.</p>	<p>3</p> <p>One year's experience in Residential Child Care</p>	<p>Application form and reference check</p>

<p>Skills</p>	<p>4</p> <p>Effective communication skills with colleagues, outside agencies, children and families</p> <p>5</p> <p>Good interpersonal skills and emotional awareness of self and others.</p> <p>6</p> <p>To work as part of a team and use own initiative when required</p> <p>7</p> <p>Flexible approach to work</p> <p>8</p> <p>Reporting and recording to a high standard</p> <p>9</p> <p>Put into practice legislative guidance</p>		<p>Application form, references and interview</p>
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<p>Knowledge</p>	<p>10</p> <p>An understanding of the impact of trauma, child development and the needs of young people in residential care.</p>	<p>4</p> <p>Knowledge of the national minimum Care Standards Health, Social Care Standards and the SSSC Codes of Practice</p> <p>5</p> <p>Knowledge of the Children (Scotland) Act 1995</p> <p>6</p> <p>Knowledge of the work of other agencies involved with children and young people</p> <p>7</p> <p>Understanding the principles of safeguarding and child protection</p>	<p>Application form and interview</p>
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<p>Ability</p>	<p>11</p> <p>To form professional and positive relationships with children and young people</p> <p>12</p> <p>The ability to deal with difficult situations and make appropriate decisions in line with the policies and procedures of the house and Our Promise</p> <p>13</p> <p>To learn quickly and absorb information in relation to working with children and young people</p> <p>14</p> <p>To ask for guidance and support, and to remain open honest and accountable</p> <p>15</p> <p>Ability to register and maintain registration with the SSSC.</p>		<p>Application form and Interview</p>
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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 and do sleepovers	Full UK Driving License	Application form, interview and licence check
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