

## Child Care Practitioner

Birmingham  
Full-time, Permanent  
Salary £18,300 - £19,760

Reporting to: Deputy Manager  
Accountable to: Registered Manager & Director

### Purpose

Sherlock Healthcare Services Ltd is an established Residential Childcare Provider based in Birmingham. Our main aim and purpose are to provide a caring Home environment for Children and Young People to feel safe and supported throughout their developmental years. We pride ourselves on our ability to identify and offer therapeutic care, especially for those with complex needs such as EBD, ADHD and ASD.

We recognise that all Children and Young People in our care are competent individuals. With that said, it is also recognised by the company that working within this type of setting can be a difficult and personally demanding task. It is therefore essential to acknowledge this reality so that collectively we can develop practices to assist staff in managing situations as they arise.

Members of staff are the Company's leading resource. We believe when staff feel respected, valued and empowered, they will flourish and provide a more bespoke and dedicated level of care. As well as regular supervisions, all employees receive ongoing training and support to help them further advance within their role. There is also a real opportunity for career progression within the Company.

### The Role

As a Child Care Practitioner, you will work as part of a team to provide day-to-day nurturing care and support to Children and Young people with Emotional Behavioural Difficulties.

You will assist with the development, implementation and reviewing of young people's activities. You will follow care plans and will work closely with carers, families and other partners to meet the needs of the young people.

## Key Responsibilities

Key Responsibilities for this role may include but are not limited to:

### Safeguarding Children and Young People

- To work as part of a team to support the management of the home in all aspects appropriate to the Statement of Purpose
- Assist Senior staff with the compilation of care, placement and pathway plans
- Prepare incident reports, daily records and any other logs required
- To provide a caring and supportive environment for young people that respects and affirms their individual identity (cultural, emotional, spiritual, gender, social etc.) and one in which they feel secure and free from harm
- To act as key worker to individual children and young people
- To support young people in the development of independent life skills such as cooking, cleaning, washing and personal hygiene etc.
- Planning of various stimulating activities for young people during their leisure time. This may include holidays away from the children's Home.
- To maintain high-quality Child Care Standards within the principles of the Children's Regulation and the Quality Standards
- To always follow safeguarding guidelines in all aspects of operational delivery
- To support the health and well-being of all young people e.g. health monitoring, mental health, sexual health, drugs, alcohol, tobacco etc.
- To support the young person's education by assisting with and encouraging attendance at school, completion of homework, attending parents evening and meetings with educational partners.
- To work within the company's Behaviour Management Plan to appropriately manage the behaviour of young people. Responding proactively and being sensitive to difficult situations
- To promote and maintain a high standard throughout the home that will require undertaking domestic duties such as cleaning and cooking meals
- To maintain positive links with social workers, LACES, schools, families and other agencies e.g. health providers, CAMHS, Youth Offending Service and the local community etc
- To regularly attend staff meetings and monthly supervision sessions
- To undertake mandatory internal and external training as necessary

### Health & Safety

- Maintain good order in the Home by ensuring all house equipment and furniture is kept in good condition and that any defective furniture/equipment is reported to your line manager.
- Carry out duties in compliance with the Health and Safety at Work Act 1974 and subsequent Health and Safety legislation.

#### Other duties

- Attend Company meetings
- Attend reviews or panel meetings
- Write staff meeting minutes
- Work shifts on a staff rota including weekend, sleep-in and nights
- Cover special events such as holidays

#### Compliance

- The post requires Disclosure Barring Service (DBS) clearance
- The post is exempt from the Rehabilitation of Offenders Act

Please note: This is a description of the job as established. It is the practice of this company to examine employee's job descriptions periodically and to update them to ensure that they relate to the job as being performed, or to incorporate proposed changes, through Practice Review. It is the company's aim to reach agreement on reasonable amendments, but if an agreement is not possible, the company reserves the right to insist on changes to your job description after consultation with you.

## Person Specification

	Essential	Method of assessment
Education and qualifications	Recognised qualification in Child Care or equivalent with a commitment to work towards QCF level 3 Diploma within 6 months.	Application form
	Awareness of the requirements of the Quality Standards and Children's Regulations 2015.	Interview/Test Supervision
Experience	Experience of working with and safeguarding young people in a voluntary or professional setting.	Application form References Interview
Aptitude and skills	Good standard of written communication skills to update daily logs and incident reports.	Application form
	Good standard of verbal communication skills to liaise with young people, parents/carers and partners in sometimes difficult/challenging circumstances.	References Interview
	Ability to build effective and professional relationships with young people to understand their needs and tailor the support provided accordingly.	Test
	Ability to work as part of a team and maintain professional working relationships with colleagues and external partners. Ability to work on own initiative within standard procedures and regulations. Ability to manage conflict and challenging behaviour from young people. To maintain confidentiality at all times.	
Other	Full, clean driving licence. Commitment to undertake mandatory learning and development activity as required. Flexibility to work shifts including weekends, sleep-ins, Bank holidays and to cover emergency arrangements. Available to join overnight holiday activities away from the Children's Home. Commitment to promote and demonstrate in working practice, the company's Equal Opportunities policy.	
	Desirable	Method of assessment
Education and qualifications	QCF level 3 Diploma	Application form