

Senior Child Care Practitioner

Birmingham
Full-time, Permanent
Salary £20,800 - £24,960

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 team in managing situations as they arise.

Members of staff team are the Company's leading resource. We believe when staff team 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 Senior Child Care Practitioner at SHS, you will take the lead in some of the following tasks: day to day nurturing care, administration and organisation of the Children's Home and supervising Junior Staff team. You will be responsible for the Care Plans of young people and will work closely with carers, families and other partner agencies to meet the needs of the Children and Young People to secure positive outcomes.

Ensuring that all statutory regulations and instructions are adhered to, you will always demonstrate professional best practice.

Key Responsibilities

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

Safeguarding Children and Young People

- To assist the Registered Manager and Deputy Manager in the management of the home in all aspects appropriate to the Statement of Purpose.
- To lead in formulating assessments, Placement Plans, Care Plans and Pathway Plans for each young person, identifying clear aims and objectives.
- To proactively 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 advocate for and support young people including representing them or accompanying them at school, health providers, job centres, police stations, court etc.
- To assist in returning young people to their families or support them in their move to alternative carers or for adulthood as part of their Care Plan and Pathway Plan.
- To support social workers, parents and carers in the design and implementation of Care Plans and Pathway Plans whilst considering the views of the young person
- To organise, provide and participate in stimulating activities for young people during their leisure time which may include holidays away from the Children's Home.
- To act as key worker to individual children and young people.
- To maintain high-quality Child Care Standards within the principles of the Children's Regulation and the Quality standards.
- To support the Registered manager with the routine production of information, reports, Risk Assessments, Behavioural Management Plans and any other information required.
- To promote the health and well-being of all young people e.g. health monitoring, mental health, sexual health, drugs, alcohol, tobacco etc.
- To actively promote 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 write and maintain good quality written records and reports on a young person's progress that can be used in external meetings and reviews.
- 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 team meetings and monthly supervision sessions.
- To undertake the supervision of Residential Support Workers.
- To operate as shift leader as part of a rota, prioritising the work required.
- 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 Management meetings
- Attend reviews or panel meetings
- Chair staff team meetings
- Work shifts on a staffing 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	<p>NVQ / Residential Child Care level 3 Diploma or equivalent.</p> <p>Good understanding of the Quality Standards and Children's Regulations 2015.</p>	<p>Application form</p> <p>Interview/Test</p> <p>Supervision</p>
Experience	<p>Experience of working with young people with emotional and behavioural problems and their families in a voluntary or professional residential care setting.</p> <p>Experience of advocating for young people with external stakeholders e.g. school, social workers, health professionals to secure positive outcomes for young people.</p> <p>Experience of working collaboratively with social workers as well as health and education professionals to develop Behavioural Management Plans and Risk Assessments.</p> <p>Experience of safeguarding young people in a care setting including those with complex needs.</p> <p>Experience of shift leading, prioritising the work of self and others.</p>	<p>Application form</p> <p>References</p> <p>Interview</p>
Aptitude and skills	<p>Good standard of written communication skills to write reports and assessments for a professional audience.</p> <p>Good standard of verbal communication skills to liaise with young people, parents/carers and professional agencies.</p> <p>Ability to represent the young people and Children's Home at external professional meetings.</p> <p>Ability to build effective and professional relationships with young people to understand their needs and tailor the support provided to their individual requirements.</p> <p>Ability to work as a supportive team member and maintain professional working relationships and confidentiality with colleagues and external stakeholders.</p> <p>Ability to work proactively and on own initiative within standard procedures and regulations.</p> <p>Ability to manage conflict and challenging behaviour.</p>	<p>Application form</p> <p>References</p> <p>Interview</p> <p>Test</p>
Other	<p>Full, clean driving licence.</p> <p>Commitment to undertake mandatory learning and development activities when required.</p> <p>Flexibility to work shifts including weekends, sleep-ins, Bank holidays and to cover emergency arrangements.</p> <p>Available to join overnight holiday activities away from the Children's Home.</p> <p>Commitment to promote and demonstrate in working practice, the company's Equal Opportunities Policy.</p>	
	Desirable	Method of assessment
Education and qualifications	NVQ / QCF level 3	Application form
Experience	Supervising Junior staff team	Application Form Supervision