



BIGGLE CORNER

Residential Practitioner

Job description & person specification

Full and Part time position/ bank



CHILDREN'S HOMES

Job Description

Title: Residential Practitioner

Reports to: Senior Residential Practitioner & Registered Manager

Location: Biggle Corner, Biggleswade

Salary: £21,658.00 starting (depending on qualifications and experience)

To enquire:

Email Jo McNamara (jom@swanchildrenshomes.co.uk) or Nora Christopher (norac@swanchildrenshomes.co.uk)

Context:

Swan Children's Homes provide high quality care and education for children with high and/or specialist needs. This position offers the chance to be part of a cutting-edge team working to give these children a better future through a specialist service, at the new residential children's home, Biggle Corner, in Biggleswade.

Biggle Corner is an innovative, outcome-focused, specialist children's home for children aged 7 – 12 years of age with high and / or specialist needs. These specialist needs include Autistic Spectrum Disorder, (ASD), Learning Difficulties and challenging behaviour. At Biggle Corner, we are committed to creating therapeutic environments where these children can have their emotional, educational and treatment needs met in the best possible way. We facilitate highly integrated health,

social care and education services to give the children we care for the best chance in life. Our service has been developed in partnership with The Centre for Outcomes of Care – a UK organisation specialising in bringing together knowledge, research and multi-disciplinary expertise to assess, understand and improve outcomes for the most vulnerable children in our society.

Our on-site resources include a state-of-the-art sensory integration suite and family accommodation, along with residential practitioners, teachers, ABA tutors, psychologists, therapists and healthcare professionals.

Purpose of the role

Therapeutic care workers are required to attend to the overall task in a thoughtful manner and to contribute to understanding and addressing issues that affect the therapeutic task as a whole.

Responsibilities

1. Promoting wellbeing and helping children and young people to achieve their potential

- To develop practices and work responsively to support children in achieving their potential
- To engage with the children in pursuing education, play, hobbies, and interests
- To participate in the development and implementation of individual treatment plans for the children
- To support children to manage themselves and recognise the impact of their actions using reflection

- To adhere to the philosophy of care and work within the guidelines and practice principles identified by Swan Children's Homes
- To positively engage with all safeguarding requirements and ensure any potential concerns are reported immediately
- To actively participate in the development of the home's therapeutic environment and ensure that the highest standards of care and education prevail for each resident
- To provide good primary care, as appropriate, ensuring that all the children are living in an environment which confirms their sense of worth and physical well-being. This care will include cooking, cleaning, laundry, helping the children at mealtimes, bed times, bath times and with school activities, and other day-to-day tasks involved in looking after children
- To be the Key Worker for specific children, as matched by the Director.

2. Relationships with children/young people

- To develop safe, supportive and nurturing relationships with the children
- To implement Swan Children's Homes' approach to 'parenting' in residential childcare
- To demonstrate at all times a clear understanding of personal and professional boundaries
- To support the child's relationships with other significant people in their life by fostering a positive approach
- To understand the range of challenging behaviors presented by the children and use positive behavior management approaches to respond. On occasions physical restraints will be required to safeguard the children or staff.
- To set, promote and role model appropriate personal behavior for the children.

3. Working as part of a team and with others

- To work together with others as a whole to ensure continuity in care, containment and to prevent unhelpful 'splitting'
- To fulfil shared and specific responsibilities within the team
- To communicate appropriately and share information effectively
- To provide appropriate support and constructive feedback to others
- To contribute to team meetings and dynamic groups
- To maintain and promote good relationships with team members, management, external professional networks and also the home's neighbours.

4. Legislation, policies and procedures

- To promote, practice and comply with all policies, procedures and instructions
- To support the management in ensuring the home can demonstrate that it meets the National Minimum Standards for children's homes
- To work to relevant legislation such as the Children's Act and the Children's Homes and Looked after Children Regulations
- To maintain the highest standards for record keeping

5. General

- To undertake specific pieces of work with the children as directed
- To participate in individual supervision, training and staff development opportunities as offered
- To undertake any other duties commensurate with the post as directed by management.
- Be required from time-to-time to work additional hours as shall be reasonable to properly discharge your duties.

This is not an exhaustive list of tasks – specific duties and arrangements may alter in response to residential reviews, care reviews and individual young person needs.

Person Specification

Title: Residential Practitioner

Location: Biggle Corner, Biggleswade

	ESSENTIAL	DESIRABLE
Education and Qualifications	<p>Good general education.</p> <p>Prepared to undertake statutory training and to undergo development in Applied Behaviour Analysis (ABA).</p>	<p>A higher-level qualification in a relevant subject such as social work, youth work, health, education, psychology.</p> <p>Childcare qualification – Level 3 Diploma or equivalent.</p> <p>Outdoor pursuits, sports or art-related qualifications.</p> <p>Clean UK Manual Drivers Licence with 3 years driving experience.</p>
Experience	<p>Working in a team environment.</p> <p>Exercising appropriate decision making.</p>	<p>Experience of working with children in a related field.</p>
Skills and Abilities	<p>Must be suitable to work with children and young people.</p> <p>Ability to deal with the physical and emotional demands of the work.</p>	<p>Recreational interests or hobbies that could be shared with the children.</p> <p>Embracing change and willingness to take on new tasks, roles or new ways of doing things.</p>

	<p>Ability to communicate in an open and positive manner and form appropriate relationships.</p> <p>Ability to use work-based support.</p> <p>Demonstrable self-awareness and a commitment to reflective practice.</p>	
Knowledge	Awareness of safeguarding issues.	Understanding of children's developmental needs.
Other	<p>Committed to safeguarding and promoting the wellbeing of children.</p> <p>Committed to anti-discriminatory practice.</p>	<p>Commitment to working in the community for at least 3 years. Stability is very important in addressing trauma from relationships.</p>

* Reasonable adjustments for disabled applicants will be considered