

ROYAL BOROUGH OF GREENWICH

JOB DESCRIPTION

DEPARTMENT Children's Services **POSTHOLDER**

SECTION Permanence Service **GRADE** Career Grade Sc5-Sc6-S01

POST DESIGNATION: Broadwalk Children's Home Practitioner

Role:

In accordance with our Statement of Purpose, to ensure that the young people at the Children's Home are happy, healthy and safe from harm, feel loved and able to develop, thrive and fulfil their potential. Job holders will foster positive relationships, encourage strong bonds between children and staff in the home on the basis of shared daily life and jointly undertaken activities, domestic and non-domestic routines and within established boundaries of acceptable behaviour.

Main Duties:

- 1) To provide through working a shift rota a fully operational home for children and young people aged 11 years to adulthood
- 2) To take and share responsibility for all young people through direct care interaction and through necessary support and assistance to colleagues at the home and elsewhere
- 3) To contribute to a caring environment where the physical, emotional and sexual health of all young people is safeguarded and promoted
- 4) To follow all relevant local and nationally agreed policies, procedures and guidelines to ensure the safety and welfare of young people at all times
- 5) To provide high standards of day-to-day care for the young people resident in the home and to contribute positively to the work of the home, e.g. cooking, shopping, washing, etc.
- 6) To undertake sleeping-in rota duties as required including weekend / bank holiday working
- 7) To counsel, support and advise young people and to role model behaviours which contribute to the development of their social skills and emotional maturity. To help them to develop positive interests and hobbies and to make a positive contribution to the home and wider community
- 8) To contribute constructively as a keyworker to care plans / contracts / programmes for a specified number of young people and to take responsibility for the delivery of such plans through direct personal professional interactions and necessary liaison with colleagues and other interested parties
- 9) To work as part of a team and engage with the wider system (e.g. social workers, other professionals), sharing relevant information as necessary, to ensure young people's needs are met

- 10) To take advantage of all relevant training opportunities identified to develop personal skills and knowledge
- 11) To contribute to team meetings and events, supervision and development interviews
- 12) To record data and information as required, ensuring that all necessary recording arising from the shift for which they are responsible is completed accurately and in a timely manner and shared in hand-over meetings. And to complete incident sheets and logs, etc.
- 13) To help young people to make measureable progress towards achieving their educational potential by supporting their learning and development, understanding any barriers to their learning and promoting the importance and value of education and training
- 14) To promote the importance of a healthy lifestyle and to encourage and support young people to attend all relevant health related appointments
- 15) To welcome parents, friends and others to the home as appropriate and to supervise contact visits as required
- 16) To contribute positively to the resolution of conflict and complaints and establish an environment where the views of young people are heard and participation promoted
- 17) To teach young people a range of skills and supervise them in their daily routines at the home and elsewhere, e.g. when away on holidays and trips, whilst providing appropriate adult boundaries
- 18) To undertake any other work appropriate to the level and general nature of the post's duties
- 19) To undertake all duties with due regard to the provisions of health and safety regulations and legislation, the Council's Equal Opportunities and Customer Care policies, Information Governance and the New Technology agreement

Scale 6:

As above and:

- 20) Having gained the Level 3 Children's Home Workforce Diploma as minimum
- 21) To act as shift leader on a rota basis

SOI:

As above and

- 22) To mentor new Children's Home Practitioners and to offer support for them to obtain their qualification(s) and further professional development
- 23) To take the lead on key areas of responsibility in line with the Quality Standards and Regulations
- 24) To undertake outreach work with young people and their families as required and following consultation with managers and other professionals
- 25) To deputise, where required and as appropriate, in respect of other duties.

Designation of the post to which the post-holder normally reports:

Broadwalk Children's Home Practice Supervisor

Person Specification

Job Title	Broadwalk Children’s Home Practitioner
Grade	Career Grade Sc5 – Sc6 - SO1
Service/Section	Permanence Service
Directorate	Children’s Services

Method of Assessment: AF= Application Form, T = Test, P = Presentation, I = Interview

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Method of Assessment	Essential/ Desirable
Knowledge		
Sc5 - Knowledge of the Children Act 1989 and the Quality Standards and Regulations for Children’s Homes	AF/I	D
Sc6 - Have obtained a Level 3 Workforce Diploma in childcare or equivalent	AF/I	E
- Knowledge and understanding of child protection issues and the issues facing young people living away from home	AF/I	E
SO1 - Knowledge and understanding of providing supportive care through frameworks such as: secure base model, social learning theory and restorative approaches	AF/I	D
Skills and Abilities		
- Ability to develop positive, supportive relationships with young people and their families, carers and other professionals, with an emphasis on good communication, mediation and team working, including the ability to maintain records and compile reports	AF/I	E
- Skills in creating a homely and appropriate environment for young people from a range of social, ethnic and cultural backgrounds through	AF/I	E

<p>sustaining anti-discriminatory practice, in line with the Council's Equal Opportunities policy, and ability to provide good primary care that meets their needs</p> <ul style="list-style-type: none"> - Ability to deal with the inherent stresses and challenges involved in working with young people who have experienced a range of difficult situations - Ability to work shifts and sleep-in as required 	<p>AF/I</p> <p>AF/I</p>	<p>D</p> <p>E</p>
<p>Experience</p>		
<ul style="list-style-type: none"> - Experience of working in a multi-cultural environment in the provision of non-discriminatory services - Have a First Aid qualification or be willing to train for one - Full driving licence 	<p>AF/I</p> <p>AF/I</p> <p>AF/I</p>	<p>E</p> <p>D</p> <p>D</p>
<p>Sc5/6</p> <ul style="list-style-type: none"> - Significant relevant experience of direct work with children and young people and therefore knowledge of child and adolescent development 	<p>AF/I</p>	<p>D</p>
<p>SOI</p> <ul style="list-style-type: none"> - Significant relevant experience of direct work with children and young people and therefore substantial knowledge of child and adolescent development 	<p>AF/I</p>	<p>E</p>