



Residential Child Care Practitioner

Job Description

Responsible to:	House Manager & Team Leader
Responsible for:	As part of the care team, to consistently provide a high quality care experience for children and young people. To maintain a high standard of individual practice consistent with Health and Social Care Standards and SSSC codes of practice.
Young People Key Tasks	❖ To work in a positive, respectful and empowering way with all young people in order to promote good relationships and encourage achievement. ❖ Responsibility for ensuring and promoting the safeguarding of any young people that you may come into contact with. ❖ To fully understand the reporting process of child protection within the home. ❖ To consistently and proactively ensure the therapeutic care of young people. ❖ To provide a positive role model and maintain high professional standards at all times. ❖ To maintain appropriate routines, limits and boundaries for the young people. ❖ Write review reports, risk assessment and contribute to care plans. ❖ To have an understanding of both the GIRFEC Framework and SHANARRI Indicators and embed these into practice at the service level and ensure that the outcomes of all young people are recorded and monitored using the SHANARRI Indicators. ❖ To promote, uphold and advocate for children's rights as described in the United Nations Convention on the Rights of the Child. ❖ Where and when required, as per policy engage in de-escalation techniques with the young people and physical intervention.
Programme Participation Key tasks	❖ To act, where appropriate, as key worker to a particular young person in order to provide support and ensure the implementation of their Child Plan. ❖ Promote young people's participation, to ensuring young people are actively involved in the environment and day to day activities of the home. ❖ To attend child care reviews and contribute to the assessment and care planning process. ❖ To contribute to the development of daily programmes and individual/group plans. ❖ To interact on an individual and group basis with all young people. ❖ To ensure high standards of safe working practices are adhered to at all times.

	❖ To actively participate in social, recreational and educational activities with the young people. ❖ To participate in and encourage the participation of the young people in the domestic tasks of the home in order to develop the self-care skills. ❖ Attend, participate and make productive use of supervision and staff meetings as required in the Health and Social Care Standards. ❖ Administer medication, according to each child's/young person's plan and in accordance with written procedures ❖ Plan and provide leisure activities and outings within the community, which encourage inclusion. ❖ Develop and use resources which are creative, stimulating and educational. ❖ Encourage children and young people to develop social and life skills and to be as independent as possible.
Education Key Tasks	❖ To take an active interest in each young person's educational development and achievements. ❖ To remain informed about educational matters and contribute to the development of educational opportunities inherent in the home. ❖ Assisting in health promotion and personal hygiene development of the young people ❖ Supporting young people with education in a non-teaching capacity ❖ Support for the Alternative Curriculum and Curriculum Enrichment.
Report Writing Tasks	❖ To maintain, where appropriate, all necessary records in a timely manner and to a high standard. ❖ To contribute to monthly reports on each young person. ❖ Participate in, and complete records for statutory reviews and meetings concerning the young people were required ❖ Take part in Handovers to and ensure all relevant information is shared with staff changing shifts.
Liaison Key Tasks	❖ To liaise and contribute positively with parents and partners agencies to ensure that the best interests of the young people are respected and promoted at all times.
Other Key Tasks	❖ To demonstrate an ongoing commitment to professional development. ❖ To remain well informed about latest practice, research policy and legislative developments in relation to residential child care. ❖ To demonstrate an ongoing commitment to professional development. ❖ The post holder 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 comply with Health and Safety and Equal Opportunities requirements at all times. ❖ To provide cover to other ACAD Residential houses when required. ❖ Undertake relevant training programmes as required by the Company, SSSC & Health and Social Care Standards and be responsive to own personal development.

	❖ To work as part of a team with colleagues and other professional to meet the social, emotional and educational health and mental health needs of young people. ❖ Contribute to a culture of open and honest communication ❖ Adapt and respond positively to changing patterns and work situations ❖ To ensure that you attend monthly CALM refreshers ❖ Awareness and responsibility for the health and safety of the home, children, young people, colleagues and yourself ❖ You must co-operate with the company in complying with the Health and Safety requirements and are therefore expected to follow Company policies, to acquaint yourself with the Fire, Health and Safety Procedures at your place of work and report any unsafe practices and condition. ❖ Adherence to the companies Time and Attendance system ❖ Assist with the preparation and serving of meals to children and young people, ensuring meals and snacks reflect a healthy, balanced diet, and cater for individual diets and cultural needs. ❖ Carry out domestic tasks within the service. ❖ Transport and escort children/young people, to and from the residential base, when appropriate, including ability to drive service vehicles, in line with Health & Safety guidelines. (Valid UK driving license is required) ❖ Assist in managing petty cash in accordance with ACAD procedures ❖ Ensure the buildings and equipment is maintained to a quality standard, through reporting repairs or maintenance requirements to relevant parties, as appropriate. ❖ Maintain confidentiality in relation to children/young people and staff.
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PERSON SPECIFICATION

Service: Applied Care and Development

Post of: Residential Childcare Practitioner

Category	Requirement	Classification level	Method of Assessment
Skills & Knowledge	Knowledge of theory and current research, relevant to work with young people and to the achievement of good outcomes.	Essential	Application form Interview References
	Good understanding of the developmental needs and milestones of young people.	Essential	Application form Interview

			References
	Ability to obtain, and analyse information to meet the needs of the young people and to participate in the assessment process.	Essential	Application form Interview References
	Knowledge of frameworks of assessment	Desirable	Application form Interview References
	Knowledge of relevant legislation and social policy.	Desirable	Application form Interview References
	Knowledge of child and adolescent behaviour and other external factors which impact on development, behaviour and relationships.	Desirable	Application form Interview References
	To be able to use own initiative in the active involvement of the day to day care and meeting the individual needs of the young person.	Essential	Application form Interview References
Experience & Abilities	Experience of working with children and families.	Desirable	Application form Interview References
	Ability to communicate, engage and form positive relationships with young people, parent/carers and other professionals.	Essential	Application form Interview References
	Ability to produce clear and concise written reports and records of good standard and verbally present information and views.	Essential	Application form Interview References
	Ability to work closely and in partnership with service users, professionals and other agencies.	Essential	Application form

			Interview References
	Good organisational skills.	Essential	Application form Interview References
	Competence in using IT systems, including word, excel and the internet.	Desirable	Application form Interview References
	Ability to challenge individuals where necessary, remain calm and objective in difficult situations.	Essential	Application Interview References.
Qualifications & Training	Minimum of an SVQ Level 3 and HNC as recognised as appropriate qualifications by the SSSC.	Essential with 3 years of registration with SSSC	Certificates
	Attending CALM physical and theory training and monthly refreshers.	Essential (Training provided by ACAD)	Certificates Application form Interview
	Willingness to undertake further training	Essential	Application form Interview References
Presentation/ Commitment	Desire to achieve positive outcomes for children, young people and their families	Essential	Application form Interview References
	Have a flexible approach and be able to meet the demands of shift working.	Essential	Application form Interview
	Be committed to supporting and working within the principle of Equal Opportunities	Essential	Application form

	and opposing or challenging discriminatory practice.		Interview References.
	Be conscientious of personal and organisational responsibility in relation to the health and safety of yourself, staff, residents and the general public.	Essential	Application form Interview References
	Commitment to further own personal and professional development	Essential	Application form Interview References
	Driving Licence	Essential	Driving Licence
	Willingness and ability to drive to various locations throughout the UK as and when required.	Essential	Application form Interview References