

JOB DESCRIPTION	
Job Designation:	Residential Child Care Practitioner Grade C
Salary: Terms and Conditions	19 125 - 21 216 Hours: 37 Terms and conditions: 25 days holiday Any other (e.g. sleeping in commitment, shift work, weekend working) Sleeping in / Shift work, including evenings and weekends on rota system .
Reports to:	Registered Manager
Main Purpose of Job	To effectively and efficiently deliver the main responsibilities and key result areas encompassed within a Shift Leader role. To meet the above requirements within a residential setting catering for children and young people who display challenging and disruptive behaviours.

Main Duties and Responsibilities:
Undertake all relevant training as and when required.
<ul style="list-style-type: none"> • Assist the management of the home in developing the skills and potential of RCCP – Residential Child Care Practitioners • Work within, and ensure effective delivery of the policies and procedures in the home, and the company. • Monitor and maintain administrative requirements, ensuring that the outcome meets the standards set out in children’s and young adult’s legislation, and the homes working practices. • Participate and where appropriate take the lead in the assessment of service users. • Supervise and develop the skills of staff in their daily working practice. • Work as part of a multi-disciplinary team. • Promote and actively encourage the delivery of a safe, structured and nurturing environment. • Work within local, national and legislative requirements. • Work on own initiative when required. • Supervision of service users in a group or individual setting. • Relate to, and engage service users who display challenging behaviour. • Undertake formal and informal supervision of RCCP. • Safeguard and protect the welfare of the service users. • Ensure the needs of the children & young adults are paramount. • Promote and support the young service users in reaching their full potential. • Ensure that the life chance opportunities of service users are met in relation to their social, educational, leisure, emotional health and mental health needs. • Identify, assist and undertake the role and responsibility of a key worker. • Develop and deliver strategies to manage service users who display inappropriate behaviour. • Ensure effective delivery of all work requirements within agreements and deadlines of partner agencies and the company. • Where required, deputise in the absence of the management of the home. • Where required, attend reviews and / or meetings appertaining to the home, staff or service users. • Work in partnership with families. • Abide by the company policy and procedures in relation to professional supervision and appraisal systems for staff.

- Be committed to training and development

Other Requirements

The post holder may reasonably be 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.

General Statement

The above duties and responsibilities do not include or define all tasks that may be required by the post holder. The duties and responsibilities may vary without changing the general character of the duties or the level of responsibility entailed.

Equal Opportunities

The Beaufort Projects Ltd supports Equal Opportunities in Employment and opposes all forms of unlawful discrimination on grounds such as colour, race, nationality, ethnic or national origin, sex, marital status, disability, sexual orientation, religion or belief and age. You are expected to comply at all times to the Companies EO Policy and Guide to Equality document.

The above job description forms part of your main Terms and Conditions of Employment. The Company reserves the right to vary duties and responsibilities at anytime.

PERSON SPECIFICATION	
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Reports to:	Registered Manager

	ESSENTIAL	DESIRABLE	VERIFIED BY
Qualifications			
Educated to GCSE standard or equivalent.	E		Application Form/ Certificate
NVQ 3 in Children and Young People. (Commitment to obtain this qualification essential).	E		Application Form/ Certificate
Skills			
Effective communication skills with colleagues, outside agencies, children and families.	E		Application Form/ Interview
Good interpersonal skills.	E		Interview
To work as part of a team and use own initiative when required.	E		Application Form/ Interview
Flexibility.	E		Application Form/ Interview
Reporting and recording to a high standard.	E		Application Form/ Interview
Knowledge			
An understanding of the needs of young people in public care.	E		Application Form/ Interview
Knowledge of the National Minimum Care Standards.	E		Application Form/ Interview
Knowledge of the Children Act 2004.	E		Application

			Form/ Interview
Knowledge of the work of other agencies involved with children in public care.	E		Application Form/ Interview
Understanding the principles of safeguarding and child protection.	E		Application Form/ Interview
Ability			
To form professional and positive relationships with children and young people.	E		Application Form/ Interview
The ability to deal with difficult situations and make appropriate decisions in line with the policies and procedures of the home.	E		Application Form/ Interview
To learn quickly and absorb information in relation to working with children and young people.	E		Application Form/ Interview
To ask for guidance and support, and to admit mistakes.	E		Application Form/ Interview
Other Requirements			
Full UK Driving Licence.	E		Application Form/ Interview
Ability to work shifts including weekends and evenings and sleep ins.	E		Interview
A willingness to participate in all in house training.	E		Application Form/ Interview