**Job and Person Profile (JPP)**

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| **Job details** |
| **Job title** | Youth Support Practitioner  |
| **Job Reference** | 15029 |
| **Grade and Salary** | 4- £26,421 per annum + 15% Unsociable Hours Allowance £3,963 (pro rata if part time)This role includes performance related pay progression |
| **Service and Team** | Corporate Parenting, Residential Childrens Homes  |
| **Location** | Stowmarket Childrens Home, Onsite |
| **Hours per week** | 18.5  |
| **Status** | **Permanent**  |
| This role may offer the following flexible working options | * *Working part time hours (eg different hours/days to those advertised)*
* *Job sharing*
* *Working compressed hours (eg a nine-day fortnight)*
* *Term time working (including partial term-time working)*
* *Use of flexitime / time off in lieu*
* *Hybrid working options, including some home working*
* *Working from different Council buildings*
* *Working adjusted core hours (eg starting later and finishing later or other patterns)*
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| **About us** |

As a modern and effective council, we understand the importance of being flexible and well-connected in the ways we work. We focus our ambitions on doing what’s right for people, our partners and our communities - both now and for the future.

That’s why, as one of the largest employers in Suffolk, we believe in empowering everyone. Through career variety and collaborative working, accessible career paths and professional development.

The support and care we offer encourages and enables you to be the best you can be. To make a meaningful impact on the world around you. To achieve a unique sense of pride in what you do, why you do it and where. **Reimagine the possibilities.**

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| **Organisational Context** |

The responsibility of the Children and Young People’s Directorate (CYP) is to ensure the safety, well-being and learning of children and young people. To do so we need to “make every intervention count” to create impact and bring about sustainable change for children, young people and their families where need is identified. We are determined to continuously improve our services by working in partnership to ensure that our work is high quality and effective.

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| **Main purpose of the job** |

To work as part of a team within our children’s home, providing day-to-day support for some of the most vulnerable children in the county. To support and care for children who may experience social, emotional & mental health difficulties, including those who have experienced trauma and display high level challenging behaviours.

To work effectively with range of professionals and agencies and to develop positive working relationships with the children’s families and support networks.

Working in residential childcare is necessarily child-focused. It involves getting to know new young people and helping them begin to feel secure, then providing ongoing care and support to build their confidence and teach coping skills.

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| **About the team**  |

Redwood Lodge is a Registered Children’s Home providing care and accommodation for up to 5 children of either sex from 11 to 17 years. The Home is a large, detached house with its own large garden. The home is situated in a nice Residential area in Stowmarket.

The purpose of the home is to provide a safe, structured, stable and nurturing environment, which offers children and young people positive experiences; new, achievable challenges; success and positive reinforcement where issues and concerns affecting both their past and their future can be positively addressed and supported.

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| **What you will be expected to deliver in the role** |

* Promote development of children and young people within the environment.
* Safeguard all children from threats to their health and welfare.
* Work in the home environment to maintain a safe and sensitive atmosphere that meet the needs of the children.
* Develop and maintain good relationships with parents, social workers, teachers and other professionals.
* Maintain a range of daily, weekly and monthly records.
* Maintain and adhere to professional and confidentiality requirements.
* Deliver effective communications both within the Home and with outside agencies and the community.
* Assist in planning and implementing a range of plans for children who live at the Children’s Home, together with childcare social workers, staff from other agencies and all those involved with the child.
* Work directly with children within the home on areas such as personal issues, Education attendance and attainment, health and family.
* Administer children’s medication, in accordance with procedures.
* Regularly attend and participate in team meetings and supervisions.
* Complete any other tasks and duties, as may be required, and directed by line management.

Although this list provides examples of what you will be doing it’s not intended to be exhaustive, and you will have personal objectives linked to our People Plans and Strategies that will be discussed and agreed with your line manager when you start.

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| **Person Profile – what you will bring to the team** |

**Qualifications and professional memberships**

1. Suitable practitioner level qualification at Level 3 or equivalent experience in a relevant area and commitment to achieve this qualification within 2 years.
2. Evidence of commitment to continuing professional development.

**Values and personal qualities**

1. Demonstrates a passion for making a positive difference for Suffolk.
2. Shares our WE ASPIRE Values and strives to lead by example in relation to these.
3. A strong commitment to fairness and Equality, Diversity and Inclusion (EDI).
4. Strives to continuously improve in everything they do, taking the initiative to learn and develop.
5. Brings creativity into their work through innovation and openness to change.
6. Collaborates well with others and offers assistance and support to colleagues.

**Specialist knowledge skills and experience**

1. Committed to listening to children and families to working collaboratively with them.
2. Commitment to safeguarding and promoting the welfare of children, young people, and vulnerable adults.
3. Ability to clarify risks and concerns and focus on solutions to create a climate in which change can happen.
4. Broad knowledge of the social and emotional factors that affect a child’s capacity to learn and develop.
5. Evidence of the ability and commitment to support and motivate children, young people, and their families.
6. Effective communication to de-escalate challenging situations and provide appropriate advice and facilitation.
7. Accurate and detailed information recording and record keeping skills.
8. To be self-motivated and to be able to work without constant supervision.
9. Experience of solution focused approaches in practice.
10. Relevant experience of working directly with children, young people, and their families.

**Additional requirements**

1. An enhanced DBS check is required for this role.
2. Must be able to work flexibly (shift work and weekend working are a core part of the role, including bank holidays)
3. Willingness to undertake training as required to update knowledge and skills.

If you think you have what it takes to be successful in this role, even if you don’t meet all the criteria, please apply. We’d appreciate the opportunity to consider your application.

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| **Travel requirements** |

**Frequent Travel Desirable** - You may need to operate across a wide and rural area, so it would be beneficial for you to either hold a full and current driving licence and have access to personal transport or meet the mobility requirements of the role through other reasonable and suitable means.

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| **Our values – WE ASPIRE** |



At Suffolk County Council our WE ASPIRE values set out the behaviours we expect from everyone in the organisation regardless of who they are, what their role or grade is or where they work.

The values have been developed through feedback and input from employees at the council and underpin how we go about our everyday work. They define us and help us to be the best we can be.

Visit our [**careers pages**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) for more information on our WE ASPIRE values.

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| **Our Customer Commitment** |



In addition to our WE ASPIRE values, we also have a **Customer Commitment** which sets out a number of strong principles that help support high standards of customer service and care that we can all endeavour to consistently demonstrate.

For more information, view our [**Customer Commitment poster.**](https://sccrecruit.blob.core.windows.net/assets/SCC/Other-Docs/17.06.2020_%20CUSTOMER_COMMITMENT_POSTER.pdf)

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| **More information for recruitment applicants** |

We offer a fantastic working environment including diverse and active staff networks,

great flexible working options and many benefits, as well as the opportunity to improve the lives of Suffolk residents.

Visit the [**Suffolk County Council career website**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) to learn more, including information about adjustments to recruitment processes, our interview schemes and other commitments to equality, diversity and inclusion.