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Job and Person Profile

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| **Job title** | Residential Youth Support Practitioner |
| **Job Reference** | 20559 |
| **Grade and Salary** | 4 – £28,598 per annum + 15% Unsociable Hours Allowance (pro rata if part time)This role includes performance related pay progression |
| **Directorate** | Children and Young People Services |
| **Service area** | Corporate Parenting |
| **Location** | Lowestoft Children’s Home |
| **Hours per week** | 37 or 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*

Please speak with the contact on the advert to discuss your preferences and learn more about the options that can be offered. |

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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** |

Ashby House is a Registered Children’s Home providing care and accommodation for up to 6 children of either sex from 11 to 17 years. The Home is a large detached house with its own garden situated within the district of South Lowestoft which enjoys great views over the North Sea and is close to a sandy beach.

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 personal values and behaviours aligned to our corporate [WE ASPIRE](https://www.suffolk.gov.uk/jobs-and-careers/working-for-suffolk-county-council/our-weaspire-values/) values.
2. Passionate about making a positive difference for Suffolk.
3. Sensitivity to disability, sexuality, gender, and ethnicity issues.
4. Ability to remain calm in stressful situations.
5. Ability to find solutions, plan and develop interventions with families.
6. Emotional resilience.

**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**

*(These are required for this role, but it is not necessary to demonstrate in your application)*

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.

**Travel requirements**

This organisation positively encourages the use of technology to communicate and engage, but in this role you will need to operate across a wide and rural area, so you must 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.



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.

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| **W** | **Wellbeing** – Looking after yourself and each other #oneteam |
| **E** | **Equality** – Respecting, valuing, embracing, and celebrating everyone’s unique differences |
| **A** | **Achieve** – We are the best we can be |
| **S** | **Support** – We work as one team |
| **P** | **Pride** – We are passionate about making a positive difference to the people and place of Suffolk |
| **I** | **Innovate** – We believe that every penny counts and every minute matters |
| **R** | **Respect** – We give and earn respect |
| **E** | **Empower** – We empower, encourage, and motivate |

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



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.

The commitment applies to all roles in the council. We all have customers, whether they are internal or external, and we all have a responsibility for striving to consistently deliver excellent customer service.

Importantly, the commitment also covers our expectations of customers when they contact us and access our services.

**[Click here to view our Customer Commitment.](https://sccrecruit.blob.core.windows.net/assets/SCC/Other-Docs/17.06.2020_%20CUSTOMER_COMMITMENT_POSTER.pdf)**

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| **Guaranteed Interview Schemes** | If you are a care leaver or have a recognised disability, please tell us on your application form and we offer a guaranteed interview for those who meet the essential criteria from the role. |
| **Reasonable Adjustments** | If you have a disability or long-term illness that may prevent you from meeting any of the essential criteria, please contact us to discuss whether a reasonable adjustment can be made.**Tel: 03456 053 000 Email:** **recruitment@suffolk.gov.uk** |
| **Parental Leave** | We are happy for you to apply if you are pregnant, on maternity leave, or another kind of long-term parental leave.  If you are the best person, we will wait for you and appoint someone else on a temporary basis if needed. |

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| 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. |

