

Role Title: Senior Residential Practitioner
Salary: SO1 and SO2 (Depending on Experience)
Location: Bradford, Children Residential Service
Report to: Assistant and Registered Manager

About Us

Bradford has created a new Children and Families Trust, which has been commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation. We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

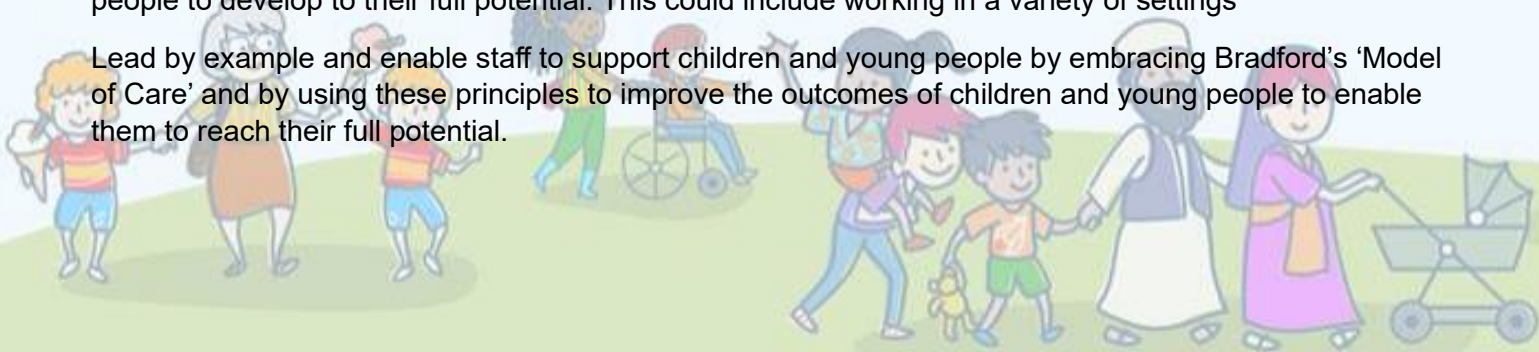
We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

Job overview

Under the direct supervision and guidance of the Registered Manager and Deputy Manager take a lead role in the provision of a care service for children and young people that meets the Children's Homes Regulation Children's Homes Quality Standards and BCFT and the homes' internal policies, procedures and guidance.

To provide and ensure staff in the home provide appropriate day-to-day care to a group of children and young people who have suffered significant trauma, neglect or abuse and who are likely to display difficult and challenging behaviours – including those who may have a number of complex issues including have learning difficulties, mental health issues, been criminally and or sexually exploited, sexually abused, neglected. Ensure that a psychologically secure and stable family type environment is provided that will enable children and young people to develop to their full potential. This could include working in a variety of settings.

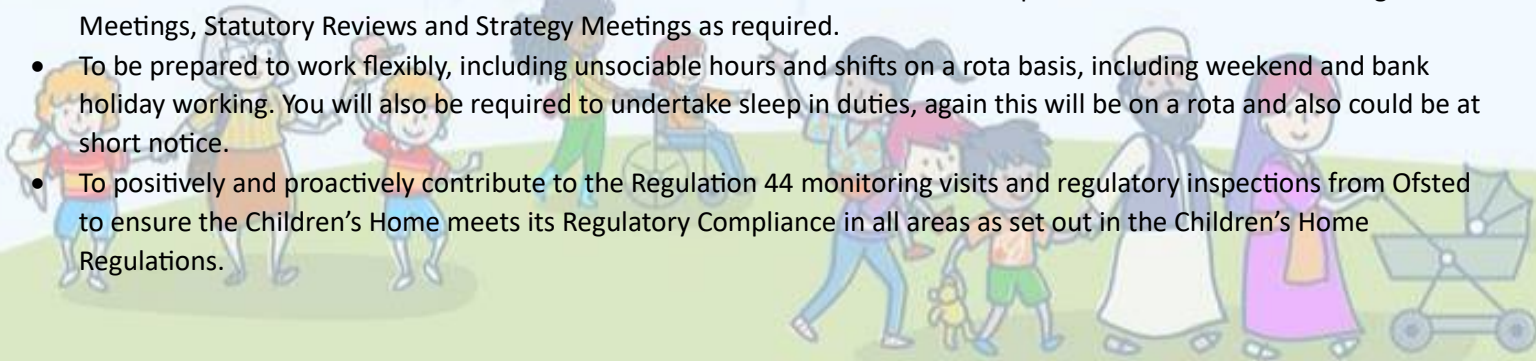
Lead by example and enable staff to support children and young people by embracing Bradford's 'Model of Care' and by using these principles to improve the outcomes of children and young people to enable them to reach their full potential.



Main Duties and Responsibilities



- To take overall management responsibility for the home in the absence of the Registered Manager and Assistant Manager.
- Support the Registered Manager and Assistant Manager in maintaining and where necessary assist in the development of robust quality assurance, audit systems, policy, procedure and guidance.
- To audit and ensure that all children and young people's files are kept up to date and any remedial action is taken promptly. To ensure information held on children and young people is accurate. To ensure confidentiality of information and ensure the staff act in accordance with the GDPR Requirements, when obtaining, transmitting and recording information verbally, in writing and electronically.
- Provide formal and informal supervision to staff and undertake appraisals. Be involved in the development of Apprentice and unqualified Residential Practitioners. Sharing knowledge and experience with new starters. Monitor and ensure that all mandatory training is undertaken and kept up-to-date, as well as delivering training when required. The post holder will contribute towards the probationary period of new starters.
- Oversee, supervise and be actively involved in the key working and case management of children and young people which addresses risk factors, enhances protective factors and promotes good quality care leading to improved outcomes.
- Take an active role in the risk assessment and risk management of children and young people ensuring risk assessments and risk management plans are implemented effectively, regularly reviewed and updated.
- To adhere to and ensure all the requirements in relation to the Safe Handling of Medication and follow all relevant procedures in line with Departmental Policy. You must make sure children receive any medicines at the right dosage and at the prescribed times.
- To take all reasonable steps and support staff in the home to locate and ensure the safe return of any young people who are missing from the home.
- Remain up to date and compliant with all relevant legislation, organisational procedures, policies and professional codes of conduct in order to uphold standards of best practice. In practice, you will be required to utilise these skills and knowledge, to interpret, assess and evaluate the potential consequences to decisions you make
- The children/young people we look after have experienced significant trauma, which requires high levels of compassion, empathy, resilience and understanding. Due to this trauma, they can present challenging behaviour, including self harm, physical outbursts, and risk taking behaviour, where we have a responsibility to make them feel safe and cared for. Staff are likely to be exposed to substantial risk of challenging behaviour by the children using the service and will be involved with the management of this.
- Be physically fit enough to carry out ALL requirements of the post including the use of the physical interventions as part of Therapeutic Crisis Intervention (TCI) to manage challenging behaviour as required
- Senior Residential Practitioners are expected to work directly with the young person using theoretical approaches and models of working to enable them to understand their past to manage their feelings frustrations and behaviours and to enable them to make positive life choices. To record all work and to reflect and analyse outcomes and identify future work required.
- To be able to work in a variety of Children's Homes settings across the city. This could include working in the locality, but may also involve travelling long distances to participate in overnight stays and holidays. You will be expected to work positively with a range of children and young people, their families, professionals and partners, ensuring effective lines of communication are established and maintained. You will be expected to attend Care Planning Meetings, Statutory Reviews and Strategy Meetings as required.
- To be prepared to work flexibly, including unsociable hours and shifts on a rota basis, including weekend and bank holiday working. You will also be required to undertake sleep in duties, again this will be on a rota and also could be at short notice.
- To positively and proactively contribute to the Regulation 44 monitoring visits and regulatory inspections from Ofsted to ensure the Children's Home meets its Regulatory Compliance in all areas as set out in the Children's Home Regulations.



About you

Experience

The applicant is required to provide evidence of having previously spoken fluently to members of the public in order to meet the advanced threshold level outlined under Special Knowledge above.

A minimum of 3 years working as a qualified Residential Practitioner in a Children's Home

Supervision of staff (including deployment, allocation of tasks and professional development)

Experience of working in a challenging and changing environment being adaptable and resilient.

Experience of completing risk assessments and risk analysis of vulnerable young people to ensure appropriate and safe risk management plans are in place

Qualifications

GCSE Grade A – C in Maths and English or a qualification that is equivalent or higher

The minimum qualification for this post is the Level 3 Diploma in Residential Child Care or the equivalent*.

*Equivalent NVQs are defined in the Children's Homes Standards 2015 as

- Level 3 Children & Young Peoples Workforce Diploma with social care pathway
- NVQ 3 caring for children & young people
- NVQ 3 health & social care

Working Conditions

Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010 in relation to Disability Provisions.

Special Conditions

The Warner Process will be completed to ensure candidates have the psychological resilience required to work in a Children's Home



Safeguarding Responsibilities

Bradford Children and Families Trust is committed to safeguarding and promoting the welfare of all children who use our services and as such expects all staff to share this commitment.

Successful applicants will be required to complete the relevant safeguarding checks. An DBS check will be requested.

We are an equal opportunities employer.

