



**Positive Footsteps**  
a step in the right direction!

## Senior Residential Childcare Practitioner Job Specification

Job Types: Full-time, Permanent

Salary: £25,974 - £27,898 pro rata (37 Hours a week)

We are looking for a Residential Childcare Practitioner to join our new 4 bed home in Reading. The home can be a complex and challenging environment, so we need determined, resilient people to offer unconditional care and commitment to our children. Joining Positive Footsteps is a unique opportunity as you can play a pivotal role in being part of the growth and development of a brand-new Children's Home organisation.

We would welcome applications from both qualified, experienced Childcare workers and unqualified individuals who would like a change in direction. We require candidates that believe they have the attributes to offer children who have experienced trauma and abuse, a safe, consistent and non-judgemental, caring approach.

Help us to make our house 'their home'!

If you want to develop your career and feel you can be a positive influence for our children, we would love to hear from you.

### Applicants should have:

- A genuine commitment to engaging with children who have challenging behaviour and complex history.
- The ability to create positive relationships with the children, meeting their needs and safeguarding them at all times.
- Ability to react calmly in stressful situations.
- Empathy and understanding, ensuring the children's views and wishes are heard and communicated.
- The ability to be a good role model.
- High personal and professional standards.
- Flexibility to undertake shift work including weekends and bank holidays, and occasional sleep-ins.
- Initiative and ability to work autonomously whilst considering risk.
- Personal resilience.
- A willingness to arrange and engage in Social Activities and holidays, our children ask for adults who can have 'fun'.
- The ability to maintain administrative records as required by the organisation.
- Excellent verbal and written communication skills.
- The ability to lead and take responsibility for shifts.

### We are looking for someone with:

- Able to demonstrate at least 2 years of working in a similar environment.
- Able to demonstrate the ability to lead and use their initiative to solve problems.
- Experience of working with young people that have social, emotional and/or behavioural difficulties (desirable).
- NVQ Level 3 in Children and Young People Workforce.
- Full, clean UK Driving Licence (Preferred).
- Ability to work shifts and sleep ins.

### Key Roles and responsibilities:

- Supporting children in managing their daily lives, (personal hygiene, administering medication etc)
- Cooking meals and planning menus with the children.
- Completing tasks in the home to keep it clean and well kept



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- Be responsible for the effective Safeguarding of the young people within your care and understand how to raise any concerns
- Managing Keyworker responsibilities for the children and assigning specific key work tasks to other staff
- Supporting the children to access education, including homework, liaising with schools and attending academic review meetings
- Attending regular meetings with external professionals
- Taking feedback from staff to compile placement plans, behaviour management plans and risk assessments
- Arranging family contact sessions, briefing staff attending contact on expectations.
- Reviewing contact reports
- Arranging social activities and hobbies in the community and encouraging the building of relationships with other children outside of the home.
- Supporting the senior management team in the home with house responsibilities
- Promoting independence and role modelling appropriate social behaviour.
- Being ambitious for young people, helping them achieve their goals and aspirations
- Build and develop relationships with our young people and encourage them to participate fully in the opportunities offered within the home.
- Conduct formal and informal key work sessions with young people and produce reports for each session
- Support our young people with independence, offer age and developmentally appropriate tasks such as cooking, cleaning, shopping, using public transport etc
- Advocating and supporting children with medical appointments, meetings etc.
- Maintain professional working relationships with external agencies such as Local Authorities and other Health/Social Care professionals
- Offering advice and guidance to children with their emotional, physical, and developmental needs.
- Supervision of Residential Practitioners
- Induction of new staff
- Shift leader, responsibility of safeguarding for the home whilst managing the shift
- Completing daily reports in line with organisational requirements
- Maintain, privacy, dignity, and confidentiality in line with policies and Regulations.
- Work with the organisations policies and procedures, and to the Children's Homes Regulations 2015
- Requirement to attend Senior Management meetings, team meetings and training days.
- Requirement to work as part of a rota, including evenings, weekends, bank holidays and sleep ins.

Responsibilities include the above but are not limited to.

Working hours include evenings, weekends, and bank holidays.

You will also be expected to undertake regular 'sleeping-in' duties, on average 1 -2 per week after an initial induction period, for which an additional allowance is paid (£55 per sleep in).

**Benefits include:**

- Entitlement to 28 days annual leave (inclusive of bank holidays).
- Progressive pay scale.
- Referral programme
- Employee Assistance Programme
- Paid Training, including additional training to support progression
- Enrolment into the NEST Pension scheme
- Staff incentives, achievement awards
- Access to hundreds of discounts and benefits through the high street and online

All candidates will be subject to Safer Recruitment and DBS checks.