

Job Description for Children & Young People Practitioner (Residential Setting)	
Location	Working from our residential unit, Yvonne House, SW8 (Zone 2). Office based in SE11 (Zone 1).
Salary	<p>£26,400 pa + £1,500 in bonuses paid at 6, 12 & 18 months of Diploma + Travel to work + Pension + Staff Wellbeing Fund (+ opportunities for extra pay through overtime and the on-call rota)</p> <ul style="list-style-type: none"> • On completion of Theories and Legislation by the end of Month 6 = £500 gross bonus • On completion of Equality, Diversity & Ethos of the Home by the end of Month 12 = £500 gross bonus • On completion of Duties, Responsibilities and Boundaries by the end of Month 15 = £500 gross bonus <p>Your salary will increase to £29,000 per annum on successful completion of the Diploma.</p>
Hours	Full-time (36hrs pw), shift work
Responsible to	Residential Team Manager
Summary of Role	<p>Through lone and group working, you will build warm, trusting, and boundaried relationships with young women, delivering personalised 1:1 support that meet the young women’s needs, as recorded in relevant plans, and support them to fulfil their potential.</p> <p>You will work collaboratively as part of a team, along-side other Practitioners, Therapists, Team Manager, and the professional network.</p> <p>The team is responsible for developing positive and empowering relationships with up to 9 young women at Yvonne House, helping them to:</p> <ol style="list-style-type: none"> 1. Express their views, wishes and feelings. 2. Be protected from harm and enabled to keep themselves safe. 3. Lead healthy lifestyles and achieve the health and well-being outcomes recorded in their plans; take part in and benefit from a variety of sports, culture, and arts activities. 4. Make measurable progress towards achieving their educational potential. 5. Develop resilience and skills to live independently as an adult.

<p>Working week breakdown</p>	<p>Once enrolled on the Diploma: 32hrs casework pw, 4 hours study time pw. Working collaboratively to deliver a minimum of 3 x 1:1 support session for each young person each week (including a sports, culture, and arts activity)</p> <p>Key Duties:</p> <ol style="list-style-type: none"> 1. Complete and/or coordinate all assessments with young people: Risk Assessments; Safety Plans; LA and Health Assessments; My Mind Outcomes Star Assessment and Action Planning. 2. Plan, prioritise and deliver support sessions each week - ensuring the frequency and focus of sessions meet the needs of the young person, reflect the packages commissioned by LAs, and take place as planned. 3. Complete weekly progress reports setting out plans and priorities agreed, sessions delivered, key outcomes, actions to be taken, other relevant contacts and observations. 4. Complete reports on incidents and accidents, setting out: effective action taken and planned; actions for the professional network; and past trends. 5. Seek advice/guidance when appropriate, and provide relevant feedback and debriefing opportunities to management, team members and key professionals.
<p>Core Duties</p>	<p>Helping young people express their views, wishes & feelings</p> <ol style="list-style-type: none"> 1. Strive to gain a positive and empowering relationships with all young residents at Yvonne House, offering natural rapport, respect, genuine empathy, curiosity, and positive regard. 2. Ensure that all young people are enabled to provide feedback about the support and services they receive at Yvonne House. 3. Regularly consult young people, seek their feedback about the quality of care and support at Yvonne House. 4. Help each young person to understand how their privacy will be respected and the circumstances when it may have to be limited. 5. Help each young person prepare for any review of the young person's plans and to make the young person's views, wishes and feeling known for the purposes of that review. <p>Protect young people from harm, support them to develop a good understanding of safe situations and have an awareness of all aspects of exploitation</p> <ol style="list-style-type: none"> 1. Identify and act upon signs that a young person is at risk of harm. 2. Take effective action whenever there is a worry or serious concern about a young person's or child's welfare. 3. Support young people in managing and maintaining a clean, safe, and secure living environment. 4. Report all property security, maintenance, repairs, and decoration matters in a timely and objective manner. 5. Deliver 1:1 support sessions to reduce the risk of any harm. 6. Work collaboratively with colleagues, managers, and the professional network.

Help young people lead healthy lifestyles and achieve the health and well-being outcomes recorded in their plans, take part in and benefit from a variety of sports, culture, and arts activities.

1. Ensure every young people are registered with a GP, dentist, optician, (and other relevant health/medical services i.e., nursing, psychiatric) and are supported in attending appointments and accessing treatments.
2. Deliver 1:1 support sessions to enable young people to manage their emotions and feelings so they can feel better about themselves when they experience difficult emotions i.e., anxiety, stress and feeling low.
3. Deliver 1:1 support sessions to enable young people to manage and build positive relationships; feel connected to a wider group of friends, peers, and responsible adults.
4. Deliver 1:1 support sessions to encourage interest and engagement in a variety of sports, culture, and arts (SCA) activities that meet their needs and develop their intellectual, physical, and social interests and skills.
5. Work collaboratively with colleagues, managers, and the professional network.

Help young people make measurable progress towards achieving their educational potential

1. Support young people in finding enjoyment in learning, and achieve their education and training targets, as recorded in relevant plans (My Mind Star Action Plan, Pathway Plan, etc.)
2. Deliver 1:1 support sessions to support a young person in attending education, training, or employment - including helping the young person develop independent study skills and complete independent study/homework.
3. Maintain regular contact with education and training providers to maximise the young person's achievement, attainment, and attendance.
4. Work collaboratively with colleagues, managers, and the professional network.

Help young people develop resilience and skills to live independently as an adult

1. Deliver 1:1 support sessions to help young people develop critical independent living skills including managing money, managing a clean and safe home, cooking, etc.
2. Deliver 1:1 support sessions to help young people develop an understanding of who they are and a sense of belonging (self-esteem) – including family, diversity, equality, and inclusion (race, culture, religion, disability, sexuality, or gender).
3. Work collaboratively with colleagues, managers, and the professional network.

Improving practice and continuing professional development:

1. Contribute to monthly supervisions, appraisals, and probationary reviews in a meaningful and reflective way.
2. Attend and participate in team meetings, group supervisions, curriculum development meetings, and training.
3. Reflect and share your training and development needs and priorities.
4. Seek and promote more innovative ways of doing things.

Delivering value-for-money

1. Manage young people’s budgets and expenditure around allowances and activities in accordance with YF Expense Policy.
2. Use the Sports, Culture and Arts budget (SCA) responsibly to best achieve results and value for money.
3. Through the 1:1 support you deliver, encourage good practice and innovation around waste disposal, recycling, and waste reduction - particularly in relation to energy management (i.e. gas, electricity, water).
4. Support the maximisation of income through Housing Benefit collection, vacancy management, void turn-around time, and placement stability.



Persons Specification for Children & Young People Practitioner (Residential Setting)

Experience & Qualifications	<ol style="list-style-type: none"> 1. Experience of dealing directly with young people, the public and/or Social Care in a busy service environment. 2. Experience of managing a caseload and/or dealing with difficult situations in relation to supporting young people. 3. Experience of planning, target setting.
Knowledge	<ol style="list-style-type: none"> 1. Good understanding of the issues, challenges and needs facing young people leaving care and how to meet them. 2. Good understanding of some tools, techniques and resources that can be used to support young people in areas including: CSE, DV, EET, life and self-care skills. 3. An understanding of the benefits of therapy. 4. A commitment to Diversity, Equality & Inclusion.
Skills	<ol style="list-style-type: none"> 1. Flexible, approachable, resilient, able to manage and take care of your own needs. Intuitive, a team player, creative and able to think on your feet. Works with integrity, warm and thoughtful. 2. A commitment to continued personal and professional development. 3. An ability to organise and prioritise your work, ensuring you manage your own time and plan your workload to meet deadlines and commitments – is essential. 4. Ability to inspire, enthuse and motivate young people. 5. Familiarity with MS Office applications and basic keyboard skills.