

**Frequently Asked Questions Residential Practitioners (June/July 2024)**

1.	<b>Young Futures</b>	<p>We are a private limited company with the governance of a not-for-profit organisation, underpinned by a strong social mission and purpose – see our website.</p> <p>We will share further information, including our Statement of Purpose, after Stage One of the Selection Process.</p>
2.	<b>Our Children’s Home – Yvonne House</b>	<p>Yvonne House is an all-female, modern, purpose-built, therapeutic Children’s Home providing therapeutic care and support for up to six residents aged 13-17 years.</p> <p>Our Home is a safe environment designed for group living and learning and is staffed by a skilled team of Practitioners and Therapists who can meet each resident’s needs through individual and group work.</p> <p>We believe that in providing a modern, state-of-the-art, comfortable, and aspirational living environment, children and young people will feel valued and invested in.</p>
3.	<b>Our Ethos</b>	<p>Our ethos is based on research which shows that developing social and emotional capabilities is key to transforming the way children and young people deal with challenges in life and can dramatically impact the way they see their future.</p> <p>It’s why we place mental health and wellbeing at the heart of everything we do and its why therapeutic support is built into every aspect of our organisation.</p>
4.	<b>Working Hours</b>	<p>To ensure we have skilled and committed Practitioners available for the children in our care 24/7, the Residential Team at Yvonne House, work a shift pattern.</p> <p><b>We are keen to employ THREE part-time Practitioners</b> – TWO working daytime shifts (8am to 8.30pm) and ONE Practitioner working night shifts. (8pm to 8.30am).</p> <p>Part-time Practitioners work two 12hr shifts pw Monday to Friday plus either a Saturday or a Sunday shift.</p> <p>Both daytime and night-time Practitioners are expected to deliver planned support sessions and get involved in sports, culture and arts activities both in</p>

		<p>the Home and our in the community (i.e. cinema, theatre, dance, museums, galleries, parks, etc.).</p> <p>Key events in the working week:</p> <ul style="list-style-type: none"> <li>• The Residents’/House Meetings are held on Wednesdays from 6pm.</li> <li>• Team Group Reflective Thinking Meeting fortnightly on Fridays.</li> <li>• Team Meetings are held once pcm on Fridays.</li> <li>• Team Training once pcm on Fridays.</li> </ul>
5.	<b>Supervision</b>	<p>Monthly 1:1 with Registered Manager or Deputy Team Manager.</p> <p>Monthly Group Reflective Thinking with a Clinical Psychologist.</p> <p>Your role will be appraised within 6 months through a 360-degree Appraisal Scheme.</p>
6.	<b>Professional Development</b>	<p>You will enrol on an Ofsted recognised programme of continuous professional development including:</p> <ul style="list-style-type: none"> <li>• Online learning covering fundamentals for the role including accredited courses.</li> <li>• Training in preventing self-harm and suicide.</li> <li>• St John’s Ambulance First Aid.</li> <li>• Training in Developmental Trauma</li> <li>• For Part-Time employees (who can commit to at least 26hrs of work pw) we offer the Children, Young People and Families Diploma (Level 4). This is an 18-months Study Programme.</li> </ul> <p>4 hrs of worktime will be allocated to self-study for employees on the Diploma programme who are working a minimum of 26hrs pw (i.e. 2 x shifts plus attending Team Meetings/Training = over 26hrs pw).</p> <p>£500 incentives are paid at 5, 10 and 15 months of the Diploma study programme.</p> <p>Salary increases to £29,000 pa (pro-rata, based on a 36hr working week) on successful completion of the Diploma.</p>
7.	<b>Start Date &amp; Induction</b>	<p>We’d like to appoint as soon as possible and begin induction in July or early August, if possible.</p> <p>Induction will include shadowing, online learning, self-study, and attending several 1 or 2-day courses. The probationary period is 6 months.</p> <p>Thorough knowledge of our core Policies and Procedures, Ofsted’s Quality Standards, our Statement of Purpose, and our Young People’s Guide are all critical for this position. Whilst support will be given in acquiring the knowledge and skills, we are looking for candidates with a proven track record in making a difference to children and young people’s lives.</p>

8.	<b>Ofsted Registration</b>	Our Ofsted application for registration Yvonne House as a Children’s Home is at an advanced stage. We anticipate that Ofsted will visit and interview key people from late summer.
9.	<b>Relationships with LAs: Commissioners, Placement Teams and Social Workers</b>	<p>We have good working relationships with Bromley, Lewisham, H&amp;F, K&amp;C, Westminster, and Kingston. We also have placements with other London boroughs.</p> <p>We have always scored outstandingly in LA service reviews, but these are often light-touch and less challenging than Ofsted.</p>
10.	<b>Selection Process</b>	<p><b>Stage One:</b> A Teams/Zoom interview lasting approximately 30 mins. The panel will include Lauren Brown, Registered Manager, and Osman Jama, CEO.</p> <p><b>Stage Two:</b> Yvonne House (SW8 4TE) A face-to-face interview with a case study presentation. The panel will include the above plus 1 x Practitioner and 1 x young person.</p>