

Frequently Asked Questions Residential & Community Practitioners (March 2024/April 2024)

1.	Young Futures	<p>We're a private limited company with the governance of a not-for-profit organisation, underpinned by a strong social mission and purpose – see our website. We will share further information, including Statements of Purpose after Stage One of the Selection Process.</p>
2.	Working Hours	<p>The Residential Team at Yvonne House work a shift pattern. Practitioners either work early shifts (8am – 4pm), late shifts (2pm to 8.30pm), doubles (8am to 8.30pm), or nights (8pm to 8.30am). Both daytime and night-time Practitioners are expected to deliver planned support sessions.</p> <p>The Residents'/House Meetings are held on Wednesdays from 6pm. Team Meetings are held once pcm on Thursdays or Fridays. Group Reflective Thinking Meeting once pcm on Fridays. Team Training once pcm on Fridays.</p> <p>The Community Team work flexibly between 9am and 7pm. Team Meetings are held twice pcm on Fridays. Group Reflective Thinking Meeting once pcm on Fridays. Team Training once pcm on Fridays.</p>
3.	Supervision	<p>Monthly 1:1 with Registered Manager or Team Manager.</p> <p>Monthly Group Reflective Thinking with a Clinical Psychologist.</p> <p>Our 360 degree Appraisal Scheme is just getting off the ground and your role will be appraised within 6 months.</p>
4.	Professional Development	<p>You will enrol on an Ofsted recognised programme of continuous professional development including:</p> <ul style="list-style-type: none"> • Children, Young People and Families Diploma (Level 4) • Training in preventing self-harm and suicide • St John's Ambulance First Aid • Training in Developmental Trauma <p>4 hrs of work-time will be allocated to self-study.</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 on successful completion of the Diploma</p>

5.	Start Date & Induction	<p>We'd like to appoint as soon as possible and begin induction early in May or sooner, 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.</p>
6.	Ofsted Registration	<p>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 May/June.</p> <p>Ofsted Registration has been achieved for the Community Project.</p>
7.	Relationships with LAs: Commissioners, Placement Teams and Social Workers	<p>We have good working relationships with Bromley, Lewisham, H&F, K&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>
8.	Selection Process	<p>Stage One: A Teams/Zoom interview lasting approximately 30 mins. The panel will include Sarah Bashorun, Registered Manager, OR Lauren Brown, Team Manager for the Community Project, and Osman Jama, CEO.</p> <p>Stage Two: Yvonne House (SW8 4TE) of office (SE11 6EE) A face-to-face interview with a case study presentation. The panel will include the above plus 1 x Practitioner.</p>