

Job Pack

Children and Young People Practitioner (Nights, 8.30pm to 8.30am) residential setting

£26,400 + £1,000 study bonus + Diploma + self-study time + travel + opportunities to increase income through overtime + pension + other benefits

Contents	Page
Overview – what we’re looking for	1
Who we are	1
The role	2
What we offer	2
Significant professional development opportunity	3
Our commitment to inclusion	3
How to apply & recruitment schedule	3
Job description	4
Person specification	5

Overview – what we’re looking for:

We’re looking for kind, energetic, passionate and fun individuals who love a challenge, have some experience of working with young people and want to make a BIG difference.

We highly value and invest in our staff; we will pay for and support your professional development alongside other generous benefits.

There are **three** Children and Young People Practitioner (Nights) positions currently available, ideally starting as soon as is practicable.

Who we are:

At Young Futures we help transform the lives of young people in, and leaving, care. Young people in care are amongst the most disadvantaged in society, most having suffered serious abuse or trauma in early life. Many have to leave care before they’re ready and are desperately lacking the support they need to cope with the transition into adulthood.

We offer young people a holistic package of support to give them the tools they need to help them to cope with the transition into adulthood. Our support includes aspirational accommodation, 1:1 support, counselling and therapy. Our dedicated support and therapy means each young person can be thought about holistically and given the chance to heal, develop, aim high and transform.

The role:

We are looking for Children and Young People Practitioners to work in pairs over-night at our 9-bed residential unit, Yvonne House. This is a 'waking night' position where staff are required to be awake all night to support young people and respond to incidents. There is an opportunity for each member of staff to sleep in beds provided for up to 4hrs per night if there are no incidents and the other member of staff on shift is awake.

This purpose-built, all-female therapeutic home is a place where young women are supported emotionally, socially, practically and financially to greater independence and confidence. We want young people to leave Yvonne House with hope for themselves and their futures.

As a Children and Young People Practitioner working night shifts, you'll work as part of a small and dedicated team, all of whom share the same values of thoughtfulness and commitment to changing the lives of disadvantaged young people.

Support

We provide support structures for you to be able to manage complex cases and grow professionally, space and time for you to reflect and support your own wellbeing, training to help you better understand the impact of trauma, and opportunities for you to develop the service and turn ideas into reality.

We understand the impact of secondary trauma in frontline work and offer high quality ongoing training and support to help steady and guide your valuable, rewarding role. We also have an external and confidential Employee Assistance Programme which is there to further support the mental health and well-being for all our staff.

Do you have?

- Experience of working with young people (this can be either paid employment or other experience eg. mentor, coach, teaching assistant, youth/community work, mental health, volunteering)
- A commitment to making a difference to young people in care
- Shared values with us and a similar commitment to inclusive working
- An understanding of the impact of trauma and secondary trauma
- An ability to understand, recognise and respond appropriately to risk

We offer:

- Competitive Sector Salary + Work Related Travel (i.e. Zone 1-3 Travel card) + Pension Contribution
- Professional Training & Development Programme incl. Diploma in Children, Young People & Families (Level 4, Practitioner) with learning support, allocated study time and £1,000 bonus for successful completion within 13 months.
- Generous Annual Leave - 35 Days pro-rata, including Bank Holidays.
- Wellbeing Budget (£25 per month for all staff to encourage self-care)
- Monthly wellbeing time
- Line Management and Therapeutic 1:1 Supervision, and Therapeutic Group
- Supervision monthly
- Employee Assistance Programme
- Cycle to work scheme
- Opportunities to earn extra income through extra shifts (c£1,000 to £2,000 extra pa)

Significant Professional Development Opportunity

At Young Futures we are committed to delivering the highest standard of care to our young people and we invest in our staff to ensure they are appropriately qualified. We support all our full-time staff to complete the Children, Young People and Families Practitioner Diploma.

This Ofsted recognised qualification is considered the gold standard for practitioners. It covers critical areas of knowledge (i.e. safeguarding; theories; voice of the child; child development; equality & diversity) and skills (i.e. effective communication; promoting respect and equality; supporting traumatised children and young people).

To help you achieve the qualification you will:

- Have your own personal tutor who will meet you remotely and in your place of work
- Have 7 hours pw study time with support from your line manager and colleagues
- Receive £1,000 study bonus (£250 at 6 months and £750 on successful completion after month 13)

How to Apply

If you think you meet the requirements set out in this Job Pack and are passionate about improving the outcomes for young people, then we would welcome and encourage your interest.

In all cases, so that we are fully compliant with DBS and Safer Recruitment, you *must explain any gaps in employment*, and ensure you have references for all relevant posts.

If you think you have the experience and/or transferable skills and would like to chat informally about your suitability, then please do call Osman Jama on 07811 155 838.

Please download an Application Form and Equal Opportunities Monitoring Form from our website and send by email to Laura Chatterton at laura.chatterton@youngfutures.org.uk

Thank you and good luck!

Recruitment Schedule

Application submissions deadline: 11th October 2021 (before 5pm)

Interviews: From Friday 15th of October 2021

Start date: As soon as is practicable.

Our Commitment to Inclusion and Diversity

Young Futures addresses and does not tolerate discrimination based on race, religion, gender, gender identity, sexual orientation, disability, pregnancy and maternity, age and marital status.

We recognise the oppressive structures of society which disadvantages people by their identity and social and economic circumstances. We work to identify discrimination and disadvantage caused by this in the client group we support and our workforce.

Inclusive practice is incredibly important to us. We welcome applicants from a diverse range of backgrounds and make a commitment to supporting you to thrive.

Job Description Children and Young People Practitioner, Nights, (Residential setting)	
Location	Based permanently in Yvonne House (Residential Unit) South East London
Salary	£26,400 + £1,000 bonus for successful completion of Diploma + Travel + Pension + Staff Wellbeing Fund (+ opportunities for paid overtime)
Hours	40hrs per week rolling rota made up of 12-hour shifts and attendance at Team Spaces, Supervision and Staff Support (Friday afternoons)
Responsible to	Residential Managers
Summary of Role	<p>You will:</p> <ol style="list-style-type: none"> 1. Provide support to the young women in the unit with 1:1 activities, and practical assistance to develop life and social skills for independent living, including money management, cooking, community activities, self-care, communication skills, confidence and self-esteem and future aspirations, emotional well-being, and moving on from the service. 2. Keep the relationship with the young person at the heart of the role by adopting a person-centred approach to all aspects of work in Yvonne House (eg: using CBT, Motivational Interviewing) – full training will be provided. 3. Liaise with day staff around timetabling and budgets, plan and lead on evening group activity sessions. 4. Support young people to maintain a healthy living environment by keeping communal areas and their training studios clean, reporting maintenance, understanding and following the rules of their Yvonne House contract. 5. Work collaboratively with colleagues and/or agency workers, providing direction, advice and support when appropriate. Thinking together about key decisions around risk response, contacting the emergency services, on call manager etc. 6. Maintain excellent communication with external agencies and neighbours. Helping keep noise nuisance inside and outside Yvonne House to a minimum, by conducting regular patrols of the building. Report on any issues and gather intelligence about the surrounding neighbourhood. 7. Ensure that Young Futures policies, procedures and values are adhered to at all times, (e.g. Professional Boundaries

	<p>Policy, Health and Safety, Fire Safety, evacuation procedures, risk management procedure etc.)</p> <p>8. Record and report all incidents and accidents. Ensure all relevant information (esp. safeguarding concerns) are accurately communicated in the handover between shifts.</p> <p>9. Ensure the safety of the premises, and that contract rules and professional boundaries are held at all times with young people and their guests</p> <p>10. Liaise with outside agencies with professionalism and courtesy e.g. emergency services, referral agencies etc. and keep accurate record of all contacts.</p> <p>11. Contribute to the upkeep of Yvonne House by ensuring nightly cleaning duties, building checks and health and safety checks are completed to a high standard and recorded. Regular monitoring of CCTV to ensure young people’s safety.</p>
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Persons Specification Children and Young People Practitioner, Nights, (Residential setting)	
Knowledge	<ol style="list-style-type: none"> 1. Some knowledge of safeguarding children and young people – especially an understanding of abuse, sexual exploitation, domestic violence and abuse, gangs and county lines. 2. Some understanding of handling and managing a child protection disclosure. 3. Good understanding of mental health and trauma.
Experience	<ol style="list-style-type: none"> 1. Some experience, whether voluntary or paid, in working face to face with young people, especially with those that are hard to reach 2. Experience of achieving targets and delivering positive outcomes 3. IT - able to use the basic desktop functions (MS Office) and appropriate technology to do the job.
Valuing Diversity	<ol style="list-style-type: none"> 1. Value people, their diversity and contributions – treat everyone fairly with respect and dignity and respond sensitively to differences; being approachable and actively co-operating with others; encouraging participation.
Other	<ol style="list-style-type: none"> 1. Commitment to work within a ROTA system 2. An enhanced level DBS check that is satisfactory to us 3. A warm, friendly, caring and can-do approach