

Job description

Job title: Senior Youth Practitioner

Grade: Dorset Grade 12 - Level 3

Job evaluation reference: ES654c - Level 3

Job family: Health and Social Care

Purpose and impact

To work within the Harbour service as part of the management team, including residential settings, to provide intensive short- term interventions for young people to prevent entry into care, escalation to long term care, prevent placement breakdown, or facilitate placement step downs.

The core purpose of this job is as part of the management structure of The Harbour to provide proactive support and interventions to families and young people so that they can achieve the best possible outcomes in life. The post holder will be responsible for the direct day-to-day care of young people within a residential home accompanied by other support tasks and duties. The post holder will also provide support to young people on the edge of care, accommodated in foster placements or still in family homes. The post holder will work in the community in addition to the residential homes and will play a key role providing a range of interventions to prevent children entering care.

The post holder will work within a defined culture and intervention practice model and will adopt a solution focused and restorative approach.

Key responsibilities

- Be aspirational in supporting young people in all areas of their lives including physical/mental health, forming relationships, developing life skills, keeping safe, education/training/employment and accessing appropriate housing
- Be sensitive to the needs of the individual young people regarding race, culture, language, religion, gender, sexuality, faith and culture-specific events
- Develop effective key working relationships with young people and maintain relationship throughout key transition points and post 18 if required
- Share in the practical activities necessary to maintain a warm, welcoming and safe environment
- Participate in assessing risks and producing action plans in relation to challenging behaviours, safeguarding and general health and safety using a risk managed (not risk averse) approach
- Provide for young people's physical needs as necessary-for example by cooking, cleaning, washing, ironing, shopping, budgeting, making appointments-and equip them with the skills they will need to be able to carry out such tasks themselves
- Deliver support to young people and families across all Harbour placements and services - i.e. activities, residentials, edge of care, Harbour accommodation placements, bespoke arrangements and after care services/placements
- Ensure young people are kept informed of their circumstances and rights and promote young people taking an active role in planning their lives



- Adopt a solution focused approach to working with young people and families in order to help them rebuild relationships, increase their achievements, reduce their risks and build on their strengths
- Promote and participate in Community Meetings
- Produce accurate, informative and timely written and IT-based records
- Regularly reflect on practice (both your own and general operating practices) and take full advantage of professional supervision and appraisals.
- Contribute to and participate in case progress meetings, statutory reviews and all other meetings as required and assist in the formation and implementation of care plans and action plans that meet individual need
- Support the process of transition in a timely way by helping young people achieve and promoting their attainment of life skills
- Proactively support young people to return to their families, where appropriate
- Develop and utilise effective communication skills
- Develop and maintain effective working relationships with colleagues, managers, partners and stakeholders
- Give young people the opportunity to participate in decisions affecting them, as appropriate to their age and ability, and take their wishes and feelings into account
- To foster an ethos of inclusiveness and desire to work in partnership with parents/carers when planning packages of support and intervention.
- To plan, deliver and evaluate a flexible, responsive out of hours service of planned work to meet the needs of families
- To ensure Child Protection procedures are followed, in consultation with managers and to liaise with other agencies as appropriate.
- To participate and contribute in planning meetings and child protection case conferences as required
- To undertake Sleeping- In duties
- Understand the principles of child development and support development through promoting a healthy lifestyle, providing a variety of appropriate stimulating activities and being a consistent and caring adult role model
- Role model a flexible, persistent and resilient approach to working with and supporting young people with complex and challenging behaviours.
- Understand the impact of trauma, neglect and early adversity on adolescents
- To participate and contribute in planning meetings and child protection case conferences as required
- To participate in and contribute to, training and development as required including delivering training in areas of specialism as agreed
- Develop specialised knowledge and skills and then act as a 'champion' to drive forward good practice and share your expertise with others across the team
- Fulfil commitments when trained as a trainer in specialist skills
- Support the effective induction of new and sessional staff and help develop and promote a learning culture within the organization
- Supervise and mentor junior staff and any trainees or equivalent
- Be pivotal in driving forward improvements and developments in service provision



- Be lead on iterative review which informs continual development and the Service Improvement Plan
- To lead in planning meetings and reviews conferences as required
- To lead in training and development as required
- Promote, participate in and lead Community Meetings
- Actively promote the development of an integrated culture and intervention practice model across hub areas
- Ensure links between service areas are developed and maintained and work collaboratively with a range of professionals to provide an efficient service
- Develop new service areas, relationships and methods of working to improve the positive impact of the service.
- To take full supervisory responsibility for staff including recruitment, induction, supervisions and appraisals.

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

Supervision and management

Reporting to: Registered Manager

Other factors

The working pattern will be flexible and will reflect the needs of the cohort of children that the service is working with at any particular time. Weekend, evening, bank holidays and night work will be required on a rota basis. Sleep-in duties will be required for which an allowance is payable.

Our values

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. You will need to be able to demonstrate these values in action through the way you work, regardless of your role within the organisation. Information about our values can be found on our website.



Person specification

Your application will be assessed based on your demonstration of how you fulfil the following criteria: you should include clear examples of how you meet these criteria within your application form and during the assessment process.

Essential

Essential criteria are the minimum requirement for the above post and will be assessed through a combination of your application form, assessment, interview and references (as specified below). We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations Required by law or essential to the performance of the role or both	Assessed through:
1. Hold Level 3 Diploma Health and Social Care or equivalent	Application form
2. Hold additional relevant qualifications/training in areas which will enhance the work of the service	Application form
3. Enhanced DBS clearance	Application form
4. Numeracy and literacy skills	Application form
5. High quality effective recording/report writing skills	Application form
Experience	
6. Experience and resilience in working with young people with complex and challenging behaviours and managing risk	Application form
7. Effective working; flexibly across a range of settings	Application form
8. Experience of effective direct work with families	Application form
9. Attending Meetings representing the service	Application form
Knowledge	
10. Good communication, interpersonal and advocacy skills	Application form Interview Assessment
11. Good understanding of key childcare legislation, regulations, guidance and assessment frameworks	Application form Interview Assessment
12. Good knowledge of the Children's Homes Regulations and their application	Application form Interview Assessment
Skills and abilities	
13. High quality problem solving skills and the ability to find innovative solutions	Interview Assessment
14. Team leadership Skills	Interview Assessment
15. Strong leadership in effective care planning and iterative review	Interview Assessment
16. Strong, proven Interagency collaboration skills	Interview Assessment



17. Proficient IT skills to effectively use systems for practice	Interview Assessment
18. Skills in devising and delivering team development including undertaking qualifications to be a trainer	Interview Assessment
19. Excellent role model for staff, children and young people	Interview Assessment
20. Effective supervision skill	Interview Assessment
21. Highly skilled in forming and maintaining relationships with young people	Interview Assessment
Our values	
22. Respect	Interview Assessment
23. Together	Interview Assessment
24. Accountability	Interview Assessment
25. Openness	Interview Assessment
26. Curiosity	Interview Assessment
Other	
27. Ability to meet travel requirements of the post	Application form

Desirable

Desirable criteria will be used in the event of multiple applicants meeting the minimum essential requirements and if applicable, will be assessed through a combination of your application form, assessment, interview and references (as specified below). If you meet the desirable criteria, we will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations	Assessed through:
28. Level 5 in relevant discipline	Application form
29. Team Teach de-escalation restraint training	Application form
30. Specialist in a relevant therapeutic discipline	Application form
Experience	
31. Significant experience of working with children in a residential setting and in family homes	Application form
32. Significant experience of children and young people with Adverse Childhood Experiences	Application form
Knowledge	
33. Good knowledge of the Directorate's policies and procedures	Application form Interview Assessment
34. Knowledge of the effect of ACE on development	Application form



	Interview Assessment
Skills and abilities	
35. Effective, multi disciplinary working across a range of settings and sites.	Interview Assessment
36. Analytical skills, data collection and benchmarking	Interview Assessment

Approval

Manager's job title:

Date:

