**ROYAL BOROUGH OF GREENWICH**

**JOB DESCRIPTION**

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| **DEPARTMENT** | **Children's Services** | **POSTHOLDER** |
| **SECTION** | **Permanence Service** | **GRADE Career Grade Sc5-S01** |

**POST DESIGNATION: Children's Home Practitioner**

Role:

In accordance with our Statement of Purpose, to ensure that the young people at the Children's Home are happy, healthy and safe from harm, feel loved and able to develop, thrive and fulfil their potential. Job holders will foster positive relationships, encourage strong bonds between children and staff in the home on the basis of shared daily life and jointly undertaken activities, domestic and non-domestic routines and within established boundaries of acceptable behaviour.

Main Duties:

1) To provide through working a shift rota a fully operational home for children and young people aged 11 years to adulthood.
2) To take and share responsibility for all young people through direct care interaction and through necessary support and assistance to colleagues
3) To contribute to a caring environment where the emotional, physical and sexual health of all young people is safeguarded and promoted.
4) To follow all locally and nationally agreed policies, procedures and guidelines to ensure the safety and welfare of young people at all times
5) To provide high standards of day to day care for the young people resident in the home and to contribute positively to the work of the home e.g. cooking, shopping, washing etc.
6) To undertake sleeping-in rota duties as required including weekend working
7) To counsel, support and advise young people and to role model behaviours which contribute to the development of their social skills and emotional maturity. To help them to develop interests and hobbies and to make a positive contribution to the home and wider community
8) To contribute positively as a keyworker to care plans/ contracts/ programmes for a specified number of young people and to take responsibility for the delivery of such plans through direct personal professional interactions and necessary liaison with colleagues and other interested parties
9) To work as part of a team and engage with the wider system (e.g. social workers, other professionals), sharing relevant information as necessary, to ensure young people's needs are met
10) To take advantage of all relevant training opportunities identified to develop personal skills and knowledge

11) To contribute to supervision and development interviews
12) To record data and information as required, ensuring that all necessary recording arising from shift for which they are responsible is completed accurately and shared in hand over meetings. To complete incident sheets and logs etc.
13) To help young people to make measureable progress towards achieving their educational potential by supporting their learning and development, understanding any barriers to their learning and promoting the importance and value of education and training
14) To promote the importance of a healthy lifestyle and to encourage and support young people to attend all relevant health related appointments
15) To welcome parents, friends and others to the home as appropriate and to supervise contact visits as required
16) To contribute positively to the resolution of conflict and complaints and establish an environment where the views of young people are heard
17) To teach young people a range of skills and supervise them in their daily routines whilst providing appropriate adult boundaries
18) To undertake any other work appropriate to the level and general nature of the post's duties
19) To undertake all duties with due regard to the provisions of health and safety regulations and legislation, the Council's Equal Opportunities and Customer Care policies, Information Governance and the New Technology agreement.

Scale 6:

20) As above, having gained the Level 3 Children's Home Workforce Diploma as minimum.
21) To act as shift leader on a rota basis

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22) To actively mentor new Children's Home Workers and to offer support for them to obtain their qualification and professional development.
23) To take the lead on key areas of responsibility in line with the Quality Standards and Regulations.
24) To undertake outreach work with young people and their family as required and following consultation with managers and other professionals
25) To deputise, where required and as appropriate, in respect of other duties

Designation of the Post to which the Post-Holder normally reports to:

Deputy Home Manager/ Home Manager