



Brighter
Futures for
Children

brighterfuturesforchildren.org

Residential Child Care Practitioner (Waking Night)

Job Description & Person Specification



Contents

Job Information.....	3
Who are we?:.....	3
Job purpose:.....	3
1. Main Duties and Responsibilities.....	3
2. Relationships – who you will work with	5
3. Special/Other Requirements/Responsibilities of this Post.....	5
4. Person Specification.....	5
Qualifications & Education	5
Experience.....	5
Skills, Abilities & Competencies	5
Personal attributes:.....	6
Additional Working Requirements	6

Job Information

Post Title	<ul style="list-style-type: none">Residential Child Care Practitioner (Waking Night)
Reports to:	<ul style="list-style-type: none">Registered Home Manager
Grade and Salary:	<ul style="list-style-type: none">Part time, permanent - RG3 (SCP 5-11), £18,795 - £21,166 per annum (Gateway at SCP 7 depending on experience) + shift allowance pro rata
Location	<ul style="list-style-type: none">Whitley, Reading
Conditions:	<ul style="list-style-type: none">37 hours per week

Who are we?

Brighter Futures for Children is an independent, not-for-profit-company, wholly owned by Reading Borough Council. Our responsibility is to deliver quality children's services, early help, education and Special Educational Needs and Disabilities (SEND) services in the borough.

Brighter Futures for Children is improving outcomes for Reading's children, young people and families.

Job purpose:

Pinecroft is an OFSTED registered children's homes. Pinecroft provides shared care, to children and young people who range of learning, physical and sensory disabilities and associated complex medical needs

The role of the Child Care Practitioner CCP is be part of a team who:

- Provide direct and personal care at night, to children and young people, many of whom are totally dependent on adult support and guidance.
- Assist in positively and proactively promoting a person-centred caring environment through high standards of professional practice, ensuring young person's personal care, social and emotional needs are met in line with support/placement plans and risk assessments.
- Safeguard and promote the welfare of young people assess and report areas of concern through the implementation of child protection procedures.
- Support the departmental ethos of maintaining independence, choice, rights, fulfilment, privacy, dignity and equal opportunities.

1. Main Duties and Responsibilities

- To support and supervise young people who are not asleep at the start of your shift and routinely check on young people at regular intervals throughout the night.



- To promptly respond and attend to the needs of any young people who may wake, experience distress, be unable to sleep or those who may need to be woken for personal care (toileting). or medical reasons.
- To ensure all young people's medical needs are met through the administration of medication, the implementation of dietary and nutritional requirements and/or use of manual handling equipment in line with their individual health care plans, and Physiotherapy and Dietitian recommendations.
- To have knowledge of a range of medical conditions associated to learning disabilities and be confident in undertaking non evasive clinical procedures such as: seizure management, enteral feeding, glucose and ketone readings, use of CPAP machines etc, within limitations of training and competence. Administering first aid where appropriate.
- To promote the development of young people's communication, cultural and religious identity.
- To support and enable young people to achieve their full potential. Contribute and support the implementations of strategies to empower young people to manage behaviours that may challenge and be able to manage disruptive behaviour by establishing clear boundaries in a positive and consistent manner.
- To support young people through change, including admission, transition and discharge including the leaving care process.
- To carry out a series of regular security and Health & Safety checks of the house throughout the night and record relevant outcomes and any significant occurrences, faults/hazards on relevant documentation.
- To maintain the necessary record keeping and administrative systems within the home to the expected standards through written, verbal and electronic communications, ensuring the young people's needs are effectively monitored, recorded and reported by the completion of accurate, timely and factual daily records and night reports.
- To follow internal communication processes which enable you to keep up to date with any changes to the service and care provided to the young people.
- To undertake a variety of domestic work and maintain high levels of housekeeping.
- To attend internal and external training and meetings during the day, as may be deemed necessary to meet the duties and responsibilities of the post to improve knowledge and competency.
- To accompany young people on trips and holidays away where available and appropriate.
- To undertake lone working with young people as required through their profile and support/placement plan and supported risk assessments.
- To have a flexible approach across both services

Brighter Futures for Children is a dynamic organisation which recognises the need to respond flexibly to changing demands and circumstances. While this job description provides a summary of functions

and responsibilities of the post, this may need to be adapted or adjusted to meet changing circumstances. Such changes would be commensurate with the grading of the post.

2. Relationships – who you will work with

You will develop and promote strong partnerships with families and carers, social workers, health professionals and other relevant agencies

3. Special/Other Requirements/Responsibilities of this Post

An enhanced DBS check is required for this post which includes a check against the list of people barred from working with children.

Post holders will also have Level 1 responsibility for health and safety

4. Person Specification

Qualifications & Education

Essential:

- A willingness and ability to demonstrate a commitment to undertake NVQ level 3 in Child Care/Level 3 Diploma for Residential Childcare or a qualification which is equivalent to a level 3 Diploma

Desirable:

- NVQ level 3 in Child Care/ Level 3 Diploma for Residential Childcare or a qualification which is equivalent to a level 3 Diploma
- Registered and subscribed to DBS update system

Experience

Essential:

- Knowledge of the principles of good practice in residential/short break care.
- Experience of working with children and young people with learning disabilities.

Desirable:

- Experience of working in a residential care setting with children and young people with learning disabilities
- Experience of working as a member of a waking night staff team for children and young people with learning disabilities.
- Experience of administering medication and non-invasive clinical procedures

Skills, Abilities & Competencies

Essential:

- Good communication skills (including verbal, written)
- Ability to actively engage in own development
- Commitment to delivery of services in line with homes Statement of Purpose



Personal attributes:

- Kind and caring nature
- Team player with good interpersonal skills
- Ability to cope in difficult/stressful and challenging situations that may be confrontational or aggressive
- Ability to take care of own personal safety and work with management, so far is necessary, to enable compliance with company's health and safety rules and legislative requirements
- Uses initiative and problem solve
- Achieves deadlines

Additional Working Requirements

- Flexibility e.g. shifts work including evenings, early mornings, weekends and Bank Holidays. Shifts do not always end at the time stated on the rota as unforeseen situations do arise at times.
- Staff may be required to undertake day duties and cover staff sickness, annual leave etc. at short notice period.