



Job Description & Person Specification

for

Therapeutic Childcare Practitioner

Accountable To:

Registered and Therapeutic Home Manager

Line Manager:

Therapeutic Home Manager

Hours of Work:

Working on average 40 Hours per Week plus sleep-ins

Salary:

£25,500- £28,500 per annum

ORGANISATIONAL PRIMARY TASK

“We work with children who have been seriously disturbed by early environmental failure to such an extent that their corresponding behaviour is unmanageable in ordinary homes and schools. The task is to provide a highly supervised and planned environment that integrates residential care and education and is underpinned by a rigorous therapeutic model and understanding. The aim is to help children understand the impact of their pasts and corresponding behaviours and feelings. Enabling them to manage healthy relationships, through which they can achieve the trust and self-esteem essential for their eventual reintegration into the community.”

MAIN DUTIES

- To provide the children with consistent, reliable and appropriate adult care, nurture, boundaries and attachment.
- To offer the children a positive, mature, trusted adult role model.
- To be aware that it is through the children’s direct experiences of relationships with caring consistent and thoughtful adults that they will be able to both change, develop and grow. The task is therefore, as adults, is to actively provide the children with this type of relationship. (Therefore we ask for a commitment of at least 2 years for this role)
- To undertake Link Worker responsibilities and provide children with regular individual Link Worker sessions and therapeutic special times under strict supervision.
- To work with other carers / teams in the home and within Amicus to provide essential and appropriate boundaries and structures for the children and planning and thought around transitions.
- To facilitate an environment that provides a feeling of safety, security, belonging and emotional containment and holding for all the children.
- To ensure the children are appropriately safeguarded, and reporting and recording policies and procedures are fully adhered to.
- To develop and use imaginative and creative thinking to enhance both the homes themselves and the children’s experiences within them.
- To engage in reflective practice and work in accordance with our psychoanalytic and group relations model.
- To be interested, responsive and understanding to the children’s behaviours and feelings and work on the basis that behaviour is a communication and will often stem from their previous traumatic experiences. To be inquisitive and reflective around behaviours and where this comes from and be sensitive and supportive to the children in helping them to manage these.
- As a last resort, to safely physically manage children who’s behaviours put themselves, others or the environment at risk of harm

- To be aware and able to acknowledge and reflect on one's own feelings and responses evoked by the children and accept support and guidance in relation to this.
- To interact, play with and understand the importance of play to the children.
- To plan, organise and provide for the children recreational, cultural and sporting activities as well as physical play that is both appropriately child centred and matches the emotional/intellectual development of the children.
- To be aware of and respond to the children's medical and dental needs and to ensure they are met appropriately.
- To be aware of the children's nutritional needs and to actively participate in food purchasing and preparation and the organising of creative menus.
- To contribute to domestic tasks essential for the maintenance of a safe, healthy, warm and pleasant living physical environment and home for the children which facilitates our therapeutic milieu.
- To actively participate in the staff training and development programme and to demonstrate a commitment to personal and professional development through training and learning.
- To attend and actively contribute to a range of community staff operational and clinical meetings
- To attend and actively contribute to Line Management Supervision and also individual and group clinical supervision and process meetings.
- To ensure recording and evidencing required in role is completed to a high standard in a timely manner and meets regulatory requirements as well as in accordance with our therapeutic model and evidences the good therapeutic practice taking place.
- To be actively involved in the development and implementation of children's individual Therapeutic Care / Placement Plans, Risk Assessments and Positive Handling Plans and to regularly participate in the review of these care plans.
- To contribute to and prepare reports, attend statutory meetings where appropriate and take delegated responsibility for communications with external agencies/parents/carers and present in a professional manner.
- Contribute to a high standard of internal staff communication face to face interactions with colleagues and through handovers, regularly checking and completing daily logs, message book and diary.
- To be responsible for preparing the children for school both physically and emotionally and in their safe transit to and from school and providing a handover to the education team

- To both contribute to and lead regular group meetings with the children and encourage group working and have an understanding of group dynamics and relations and be inquisitive to learn and develop in this area.
- To Work in accordance with Amicus Policies and Procedures, the Children's Homes Regulations (2015) including the Quality Standards, Therapeutic Community Standards and also the Therapeutic Placement Plans for the children.

The details contained in this Job Description is not an exhaustive list of duties and you will be expected to perform different duties commensurate with the level of the post as required by Amicus and the overall objectives of the organisation. The nature of the work and organisation means that tasks and responsibilities are sometimes unpredictable therefore employees are expected to work flexibly when the occasion arises. Travel is expected as part of this role including travel to other sites and head office within the Amicus Community.

PERSON SPECIFICATION

Specification	Essential	Desirable
Experience	Some experience either professionally or personally of children's and / or vulnerable people (children, adults, mental health setting, school, family work, residential settings)	Work with children and young people Experience of caring for children in a residential setting. Experience of working with physically & emotionally challenging behaviour. Experience of Link Working.
Qualifications and Training	Good standard of education to GCSE level or equivalent. Commitment to undertaking relevant mandatory and therapeutic training relevant to the role	Level Diploma 3 in Residential Childcare or Equivalent qualification. Physical intervention training.
Knowledge	Interest in wanting to learn about working therapeutically - using psychoanalytical and group relations model which is ingrained in our culture and ethos Able to demonstrate an understanding of equal opportunities and anti - discriminatory practice. Familiar with all aspects of confidentiality.	Able to demonstrate knowledge of child development. Able to demonstrate knowledge of child protection and safeguarding. Able to demonstrate knowledge of Link Working responsibilities. Able to demonstrate knowledge of child care legislation Able to demonstrate knowledge of therapeutic community/group work theory and practice.

		Knowledge of psychodynamic / analytic theories and practice
Skills	<p>Able to work within a team and on own initiative.</p> <p>Able to work effectively and calmly within stressful situations.</p> <p>Able to communicate effectively with children in a residential environment and build and maintain positive relationships.</p> <p>Able to communicate effectively with colleagues and other professionals.</p> <p>Able to play & think creatively.</p> <p>Able to demonstrate ability for self-reflection and understanding.</p> <p>Able to maintain firm personnel and professional boundaries.</p> <p>Able to provide physical intervention to children where necessary (training provided).</p> <p>Able to negotiate and compromise.</p> <p>Able to demonstrate good written communication skills and ICT skills.</p>	Able to demonstrate skills or an interest in activities relevant to post – e.g. arts and crafts, sporting and outdoor activities and utilise this in the work with the children
Personal Characteristics	<p>Ability to demonstrate coping with emotionally challenging situations and to act appropriately under pressure</p> <p>Calm, confident resilient persona</p> <p>Caring, nurturing and sensitive approach towards people</p> <p>Enthusiastic, reliable and approachable</p>	Willingness to attend own psychotherapy.
Additional Requirements	<p>Able to work shifts.</p> <p>Able to be flexible with hours.</p> <p>To be physically able to undertake all aspects of the role</p> <p>Is computer literate and able to use Word, Excel and e-mails</p> <p>To be able to drive to different locations</p>	Able to work overtime if required.

	within the area. To be willing to undergo a DBS disclosure	
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All employees are also expected to follow and work towards the Therapeutic Practitioner Competencies Framework within their role. (A copy of this document is supplied within the application pack)

The Amicus Community provides regular support and supervision as well as work related training and development opportunities.

The Amicus Community

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