

JOB DESCRIPTION



Job Designation	Team Leader
Salary	
Reports to	Home Manager

Main Purpose of Job	To effectively and efficiently deliver the main responsibilities and key result areas encompassed within a Team Leader role. To meet the above requirements within a residential setting catering for young people who display challenging and disruptive behaviours.
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Main Duties and Responsibilities:	
<ul style="list-style-type: none"> • Assist the management of the home in developing the skills and potential of residential support workers. • Take responsibility for the effective and efficient running of shifts. • Work within, and ensure effective delivery of the policies and procedures in the home, and the company. • Monitor and maintain administrative requirements, ensuring that the outcome meets the standards set out in children's legislation, and the homes working practices. • Ensure ongoing assessment of children and young people's needs in day to day practice. • Oversee, supervise and develop the skills of staff in their daily working practice. • Promote and actively encourage the delivery of a safe, structured and nurturing environment. • Work as part of a multi disciplinary team both within the home and with external agencies. • Relate to and engage young people who display challenging behaviour. • At all times ensure the health, safety and wellbeing of the children and young people. • Ensure staff are aware of and deliver the support required to ensure the life chance opportunities of children and young people are met in relation to their social, educational, leisure, emotional, physical and cultural needs. • Ensure the delivery of all key worker areas and responsibilities. • Ensure a variety of intervention strategies are utilised in relation to behaviour management. • Where required deputise in the absence of the management of the home. • Where required attend reviews and or meetings. • Ensure an open culture is created so that children and young people feel they can complain and that they are listened to. • Ensure that all administrative requirements of the home are maintained in such a way that they are compliant with good childcare practices, homes procedures, company policies and children's regulations. 	

- At all times promote and ensure anti discriminatory practice.
- Oversee, write and edit all reports when submitted for meeting and reviews.
- Undertake all relevant training as and when required.
- You must co-operate with the Company in complying with the Health and Safety requirements and are therefore expected to follow Company policies, to acquaint yourself with the Fire, Health and Safety Procedures at your place of work and report any unsafe practices and conditions.

Other Requirements:

- Sleeping in / shift work, including evenings and weekends on a rota system.
- Provide cover to other northern**care** homes when required.

General Statement

The post holder may be reasonably expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time

Equal Opportunities

northern**care** supports Equal Opportunities in Employment and opposes all forms of unlawful discrimination on grounds such as colour, race, nationality, ethnic or national origin, sex, marital status, disability, sexual orientation, religion or belief and age. You are expected to comply at all times to the Companies EO Policy and Guide to Equality document.

The above job description forms part of your Main Terms and Conditions of Employment. The Company reserves the right to vary duties and responsibilities at anytime.

Signed.....

Date.....