



northerncare

JOB OUTLINE

Post title: Senior Practitioner

Reports to: Manager of the home

Salary:

Hours: 37

Terms and conditions: 31 days holiday (inclusive of bank holidays), pension scheme.

Any other (e.g. sleeping in commitment, shift work, weekend working)

Sleeping in / Shift work, on calls including evenings and weekends on rota system

Purpose of Job

To effectively and efficiently deliver the main responsibilities and key result areas encompassed within a Senior Practitioner role.

To meet the above requirements within a specialist, therapeutic, residential setting catering for young people who can not live at home.

Main responsibilities and Key Result Areas.

- Assist the management of the home in developing the skills and potential of RSW's.
- 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 childcare legislation, and the homes working practices.

- Participate and where appropriate take the lead in the assessment, implementation and review of young people's care plans
- Supervise and develop the skills of staff in their daily working practice
- Work as part of a multi-disciplinary team
- Promote and actively encourage the delivery of a safe, structured and nurturing environment
- Work within local, national and legislative requirements
- Work on own initiative when required
- Supervision of young people in a group or individual setting
- Relate to, and engage young people who display challenging behaviour
- Undertake formal and informal supervision of RSW's
- Safeguard and protect the welfare of the young people
- Ensure meeting the needs of the young people are paramount
- Promote and support the young people in reaching their full potential
- Ensure that the life chance opportunities of young people are met in relation to their social, educational, leisure, emotional health and mental health needs.
- To act as case holder for two young people and undertake key working duties when RSW's are on annual leave or absent through sickness
- Develop and deliver strategies to manage young people who display inappropriate behaviour
- Ensure effective delivery of all work requirements within agreements and deadlines of partner agencies and the company
- Where required, deputise in the absence of the management of the home and provide on call support on a rota basis.
- Where required, attend reviews and / or meetings appertaining to the home, staff or young people
- Work in partnership with families
- Abide by the company policy and procedures in relation to professional supervision and appraisal systems for staff
- Undertake all relevant training as and when required.

The post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time. It is the responsibility of the post holder to comply with Health and Safety and Equal Opportunities requirements at all times.

Prepared by : northerncare

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Approved by: HR Manager

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