



specialist services for children

## JOB DESCRIPTION

<b>Title Of Job.</b>	Therapeutic Carer.
<b>Responsible To:</b>	The Registered Managers, Service Manager, & Directors of The Lioncare Group.
<b>Supervisory Responsibilities:</b>	None.
<b>Location:</b>	One of the Therapeutic Children's Homes. In addition, you may be required to assist in any other home or resource owned or run by The Lioncare Group that may be in operation during the period of employment.
<b>Main purpose of the job:</b>	<ol style="list-style-type: none"><li>1. To be an active member of the team of adults within the whole of The Lioncare Group.</li><li>2. To adhere to all statutory guidelines and procedures relating to the appropriate provision of Therapeutic residential care to children and young people.</li><li>3. Assisting in the provision of quality "good enough" therapeutic care for each child or young person living at the home, and to assist in meeting his or her individual day-to-day needs.</li><li>4. To assist in supporting each young person in gaining a positive experience of education during their placements.</li><li>5. To actively assist in promoting and maintaining a group living environment that is appropriate for the nurturing and development of children and young people.</li><li>6. To assist in the creation and implementation of agreed placement plans and treatment programmes and all associated administrative duties.</li><li>7. To act as a positive adult role model for the children and young people living at the home.</li><li>8. To provide opportunities for each young person to gain an experience of being cared for in a positive, real and meaningful way.</li></ol>
<b>Equality and Diversity</b>	The Board of Directors of Lioncare Limited has a strong commitment to promoting equality of opportunity and celebration of diversity in both the service it provides and the employment of its entire staff and expects all those employed by the Company or associated with the work of the Company to promote this policy in their work.

## **GENERAL DUTIES**

In accordance with the stated aims and evolving practice approach of the Company, the duties of a Therapeutic Care Worker are:

### **Care Practitioner:**

1. To carry out duties in a professional manner at all times whilst employed by the Company, and assist, support and promote the Company within the wider market place.
2. To work within the stated aims and objectives of the Company and adhere to all guidance, policies and procedures as stated in the Company's *'Employee Handbook'* and in the homes *'Policy and Procedures Manual'*, at all times working in the best interests of the young people in our care and ensuring their basic and essential care needs are met.
3. To comply with regulations and guidelines as laid down by relevant government legislation (particularly the Children's Act 1989, National Care Standards and legislation relating to safeguarding).
4. To assist in accurately and effectively assessing the therapeutic needs of the young people in our care and in delivering our services within a framework of good professional therapeutic practice through contributing to the Needs Assessment and combined Care Plans / Treatment Programmes.
5. To liaise in a professional manner with all personnel and agencies associated with the home.
6. To promote good relationships between the home, the young people, the local community and all personnel and agencies associated with the home.
7. To create and develop positive links between the local community and the home, enabling the young people in our care to participate fully in the life of the local community.
8. To act as a positive role model for the young people in our care both within the home and when supporting the young people within the local community.
9. To encourage and be actively involved with the various pursuits followed by the young people both within the home and within the local community.
10. To act as Key Worker or Assistant Key Worker to a young person living in the home, and carry out all duties required of this role.
11. To act in the role of advocate for the young people as and when required.
12. To undertake delegated tasks and instructions from Line Managers to a level of competence expected from the grade of post.
13. To attend meetings when appropriate.
14. To exercise responsibilities under the Health and Safety at Work Act.
15. To ensure the implementation of the company's equal opportunity's policy in relation to the adults, young people and all others associated with the home.
16. To participate in consultancy, appraisals, supervision and all other relevant meetings and gatherings.
17. To undertake training as required.
18. To adopt a flexible approach to working on a shift roster basis which will include weekend and evening work and to undertake sleep-in duties when required.
19. Undertake all domestic duties required of the post.
20. To carry out other such duties that may be required from time to time in accordance with the competence of the position.
21. To generate an open, honest and supportive atmosphere within the home in order to develop the growth and development of both adults and young people.

## **SPECIFIC DUTIES:**

### **Therapeutic Care Worker:**

1. Assume responsibility for a designated additional area of the work carried out in the home (e.g. designated responsibility for management of the garden or vehicles). To include managing all aspects of planning, monitoring, developing and implementing for this area.
2. Immediately alerting the Registered Manager &/or Service Manager / Director of any concerns regarding inappropriate or unacceptable practice occurring within the home, the organisation or external agencies.
3. Delivering the therapeutic practice approach carried out at the home.
4. Actively maintain the environment of the home to a high standard including carrying out domestic duties and laundry.
5. Assisting with the provision of play, creativity and activities within the home, including celebrations and festivities.
6. Assisting in maintaining effective care and control of the young people through use of appropriately authorised restraint and control techniques (following completion of training course).
7. Compiling and contributing to reports and other documents as required.
8. Acting as Key Worker and advocate to the young people in our care:
  - a. Managing the young person's individual file.
  - b. Liaising with all relevant professionals and interested parties including social workers, therapists, colleagues in the team, the Registered Manager of the home and their Deputy, and other Senior Managers / Director of the Company, on any decisions affecting the care plan of the young person.
  - c. Forming meaningful working relationship with the young person.
  - d. Weekly key work session with key child, and responsibility for informing the young person of decisions affecting their care plans and lives.
  - e. Ensuring the young person is provided with all necessary clothing and equipment.
  - f. Preparing review reports and monthly summaries of individual logs.
9. Attending internal and external meetings and forums as necessary.
10. Fully participating in the formal systems of supervision and monthly process meetings.

## **SELECTION CRITERIA / JOB SPECIFICATION:**

The criteria below indicate the qualities that are needed to do the job well. Candidates for the post will be selected according to the extent to which they satisfy these criteria. Evidence of potential will also be considered. Most of the criteria must normally be met in order to qualify for selection.

### **Essential Criteria:**

- Sound knowledge of good child care practice and child development.
- A reasonable standard of education.
- A stable and balanced personality able to work under pressure.
- Insight into the needs of young people living in the care system.
- A commitment to delivering a high standard of quality care and nurture to vulnerable young people.
- A willingness to undertake further training and professional development in the areas of therapeutic child care and related areas.
- The ability to organise a workload in a clear and structured manner within agreed timescales.
- Good interpersonal skills and ability to work as part of a wider team.
- Confidence to use own initiative when appropriate.
- The ability to adopt a flexible approach to the work and to the working conditions.
- Good written and oral communication skills.

### **Desirable Criteria:**

- A minimum of 1 year proven experience gained in the field of residential child care.
- A reasonable understanding and awareness of current child care legislation.
- A reasonable level of competency in the use of word-processing and computers.
- Full driving licence.

This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.