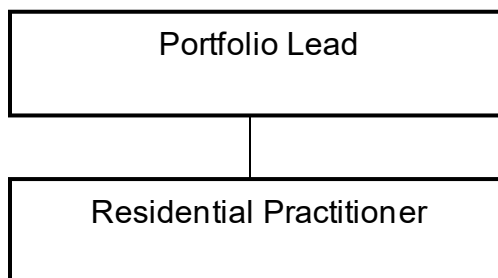




Job Description & Person Specification

Post Title	Residential Practitioner				
JE Reference	W1182	Grade	E	SCP Range	17 -19

Reporting line:



Job Purpose:

The postholder will be responsible for the direct day-to-day care of young people within a residential home. They will also provide support to young people on the edge of care and care leavers. The postholder will work within a defined culture and intervention practice model and will adopt a solution focussed and restorative approach.

The postholder will provide all aspects of care needs and interventions in line with young people's Assessments and Care Plans, developing effective action plans that focus on reducing risks and building on strengths. Key working is integral to the post; working 'with' young people to develop their resilience and life skills to enable them to transition successfully to independence.

Relationships:

Accountable to: Portfolio Lead

Accountable for: N/A

General Contacts: Young people in and on the edge of care, care leavers, families, multi-agency partners, education and training providers and colleagues from across the Children & Families Directorate

Key duties and responsibilities:

1. To deliver support to young people and families across all In House placements including residential placements, edge of care, bespoke arrangements, after care services, placements and activities.

2. To provide for children and young people's physical needs as necessary, including cooking, washing, ironing, shopping, budgeting, making appointments – and to equip them with the skills they will need to be able to carry out such tasks themselves.
3. To share in the practical activities necessary to maintain a warm, welcoming and safe environment in the our homes.
4. To support children and young people in all areas of their lives including physical / mental health, forming relationships, developing life skills, keeping safe, accessing education, training and employment and, accessing appropriate housing.
5. To support and intervene where young people are at risk of harm including from substance misuse or exploitation.
6. To develop effective key working relationships with young people and maintain these relationships throughout key transition points and post 18 if required.
7. To support child development through promoting a healthy lifestyle, providing a variety of stimulating activities and being a consistent and caring adult role model.
8. To assess risks and produce and update plans in relation to challenging behaviour, safeguarding and general health and safety using a risk managed and relational, trauma informed (not risk averse) approach.
9. To use Crisis Prevention Institute Safety Interventions and Restorative Practice principles when working with young people and families.
10. To keep young people informed of their rights and to support young people in planning their lives and taking as much control as appropriate.
11. Contribute to and participate in Care and Progression meetings, statutory reviews and all other meetings as required and assist in the formation and implementation of care plans and action plans that meet individual need.
12. To develop and maintain links between service areas and work collaboratively with a range of professionals to support young people.
13. To support young people to help them rebuild relationships, increase their achievements, reduce their risks and build on their strengths.
14. To work in line with the Relationships First practice model to ensure that the voices of children, young people and families are at the centre of all decision making and their voices heard and valued as part of planning, intervention and wider service review.
15. To comply with all relevant Statutory Legislation, Codes of Practice, Policies and Procedures including the Children's Homes Regulations

General/Corporate Responsibilities:

1. To undertake such duties as may be commensurate with the seniority of the post

2. To ensure that the Council's corporate Health & Safety policy is followed, and training is undertaken in all pertinent health and safety procedures
3. To partake in the Council's and Directorate's staff training and development policies as well as the Council's system of performance appraisal
4. To treat all information gathered for the Council and Directorate, either electronically or manually, in a confidential manner
5. All employees are required to demonstrate a commitment when carrying out their duties which promotes and values diversity and the equality of opportunity in relation to employees and service users which is in line with the Council's Equality & Diversity Policy.
6. To be responsible for identifying and managing all risks associated with the job role through effective application of internal controls and risk assessments to support the achievement of Corporate and Service objectives
7. To ensure the highest standards of customer care are met at all times
8. To ensure the principles of Value for Money in service delivery is fundamental in all aspects of involvement with internal and external customers
9. To ensure that the highest standards of data quality are achieved and maintained for the collection, management and use of data.
10. To positively promote the welfare of children, young people, and vulnerable adults and ensure that it is recognised that Safeguarding is everyone's responsibility; and to engage in appropriate training and development opportunities which enhance an individual's knowledge and skill in responding to children, young people and vulnerable adults who may be in need of safeguarding.

Last Updated: October 2025

Author: Laura Wedgewood

POST TITLE	GRADE
Residential Practitioner	E

NOTE TO APPLICANTS

Whilst all points on the specification are important, those listed in the essential column are the key requirements. You should pay particular attention to those points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

CRITERIA	NECESSARY REQUIREMENTS		* M.O.A.
	Essential	Desirable	
EXPERIENCE	- Significant experience of working with children and young people aged 8 to 21 years and their families - Experience and resilience in working with children and young people with complex and challenging behaviours - Experience of assessing and managing risks when working with young people - Experience of working with established systems and procedures to ensure secure and accurate recording of information.	- Experience of working in a residential setting on a shift basis - Experience of working in partnership with multiple agencies	A, I
SKILLS AND ABILITIES	- Excellent communication and inter-personal skills - Ability to establish and maintain relationships with key partner agencies - Good level of IT skills including familiarity with Microsoft Office - Effective recording and report writing skills - Good problem-solving skills and the ability to	- Ability to analyse the wider care perspectives of young people with social care needs - Ability to recognise the signs and indicators of alcohol and drugs misuse and to have the knowledge and ability to address and support these issues - Ability to recognise the signs and	A, I

	find innovative solutions	indicators of child exploitation and to have the knowledge and ability to address and support this issue	
EDUCATION/ QUALIFICATIONS/ KNOWLEDGE	• Hold or have a commitment to gain the Level 3 Diploma for Residential Childcare (England) (“the Level 3 Diploma”); or a qualification which the registered person considers to be equivalent to the Level 3 Diploma. • • Knowledge of principles of safeguarding and child protection • Understanding of best practice in the care of Children and young people. •	• Understanding of Crisis Prevention Institute Safety Interventions or other de-escalation and physical intervention strategies. • Understanding of the Relationships First practice model or other models of practice including Trauma Informed, Restorative Practice and Relational Practice. • Understanding of the role of Ofsted and their inspection framework • Knowledge of pathways for young people at key transition points and post 18.	A, C
OTHER REQUIREMENTS	• Flexible approach to work by responding to the needs of the service including sleep-ins and waking nights and covering the service needs across a range of Children’s Homes or other placement options • Commitment to establishing positive relationships with young people • Commitment to own continuous personal and professional development • Strong team player, committed to an ethos of continuous improvement • Personal resilience and the ability to develop it in young people • Full driving licence • Ability to meet the travel needs of the post	• Evidence of own continuous personal and professional development	A, I, C

	including transporting children and families.		
COMMITMENT TO EQUAL OPPORTUNITIES	Commitment to equal opportunities and the ability to recognise the needs of different service users	Evidence of having completed training in equality and diversity awareness	A, I
COMMITMENT TO SERVICE DELIVERY/ CUSTOMER CARE	Commitment to provide a customer-focussed service	Evidence of surpassing customer expectations or service targets / goals	A, I

METHOD OF ASSESSMENT: (*M.O.A.)

A = APPLICATION FORM C = CERTIFICATE E = EXERCISE I = INTERVIEW P = PRESENTATION T = TEST AC = ASSESSMENT CENTRE
R = REFERENCE