**EAST SUSSEX COUNTY COUNCI****L JOB DESCRIPTION**

**JOB TITLE:** Secure Residential Youth Practitioner

**DEPARTMENT:** Children’s Services

**LOCATION:**  East Sussex – assigned work centre with the flexibility to work at other locations when required

**GRADE:** [East SussexSingle Status Grade 8/9](https://new.eastsussex.gov.uk/jobs/benefits/east-sussex-single-status)

**RESPONSIBLE TO:** Senior Residential Youth Worker

# MAIN PURPOSE OF THE ROLE:

# Lansdowne secure children’s home is one of 12 secure units in England and Wales. We care for the most vulnerable young people across the country who pose a significant risk to themselves. Most of the young people are in care and will have experienced significant trauma and extensive abuse/exploitation during their childhood.

# The team provides therapeutic care, interventions and support in line with their care plans. We work as part of a skilled multi-disciplinary team working with clinical psychologists, mental and physical nurses, general practitioners, substance misuse services, teachers and coaches, together with the placing local authority from where the child originally resides to provide the best care and achieve the best outcomes for the young people. The home has an integrated Health and Emotional Wellbeing services and School.

# As part of the multi-disciplinary team, you will contribute to specialised assessments, and deliver therapeutic and trauma-based interventions and support for young people in the secure residential home. You will support the young people to identify their triggers to previous trauma, build their resilience and improve their physical, physiological, emotional, educational, social wellbeing. You will work with the young people on their exit plans alongside family members, the placing local authority and their identified placement.

**Key Tasks**

1. Be a keyworker for individual young people in the secure setting. For each young person you support you will be responsible for their case management, implementing therapeutic interventions derived from formulation plans, for co-ordinating the care plan and leading on multi agency and family communications.
2. Take a lead on key tasks of the home to meet the needs of the young people such as supporting healthy living and eating, organising recreational and educational activities, encouraging young people’s participation meetings and overseeing their health and safety.
3. Responsible for the safeguarding of young people within the home, implementing risk assessments, undertaking (THRIVE) assessment and positive behaviour support plans.
4. Identify triggers for each young person and utilise de-escalation strategies to regulate the behaviours of the young people. Where needed you will be required to physically intervene when appropriate using secure Protecting Rights in a Caring Environment (PRICE)physical intervention techniques to minimise aggressive behaviours.
5. Deliver evidence-based programmes of interventions which will include therapeutic and trauma-based interventions to young people who present with the most challenging and complex needs.
6. Develop and deliver group work programmes with partner agencies focusing on themes and skills relevant to positive outcomes of traumatised young people in a secure setting.
7. Implement exit plans together with the young person’s local authority ensuring that the young persons’ view is considered, and that appropriate support is in place for when they leave a secure setting.
8. Keep careful records including daily logs and weekly summary reports for other local authorities. Monitor the young people’s progress, both prior to and following intervention. Write and present reports for Secure Accommodation Reviews and LAC Reviews. Contribute to court reports regarding renewal of secure accommodation hearings and other statutory recording requirements. Record on the NHS recording system (System One) for administration of medication.
9. The working environment is a secure building moving from room to room requires keys and codes. You will be responsible for the security of the building and moving young people around safely within it. You will be responsible for ensuring a safe environment including secure storage of the home’s equipment and all young people’s personal items based on young people’s risk assessments.
10. Contribute and deliver actions from multidisciplinary team meetings.
11. Apply sensitive approaches when handing issues of pertaining to confidentiality, information sharing, human rights, and the responsibilities of other professionals

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

# EAST SUSSEX COUNTY COUNCIL PERSON SPECIFICATION

# Essential key skills and abilities

|  |
| --- |
| These criteria will be assessed at the application and interview stage |
| * Excellent interpersonal and communication skills with the ability to engage with a wide range of audiences verbally and in writing and to give constructive feedback. This will include young people, families, other professionals inside and outside of the Council.
* Ability to draw up detailed assessments for young people and act as key worker to help address issues of need and concern.
* Excellent organisational and time management skills to meet targets and deadlines.
* The ability to assess and manage risk within a residential setting and in the community by utilising reflective supervision and support from a multi- disciplinary team
* Working knowledge of Microsoft Office (Outlook, Word and Excel), as well as an ability to record on electronic files.
* The ability to embrace new ways of working and to contribute to making improvements.
 |

# Essential education and qualifications

|  |
| --- |
| These criteria will be evidenced via certificates, or at interview |
| * Hold QCF level 3 Diploma in Residential Childcare or equivalent or be willing to complete this or Level 4 apprenticeship (encompassing the Level 3 Diploma) within 2 years.
 |

# Essential knowledge

|  |
| --- |
| These criteria will be assessed at the application and interview stage |
| * Understanding of issues affecting young people whose experiences have impacted on their emotional and psychological health and who have engaged in significant risky behaviours.
* Up to date knowledge of childcare and child development including attachment, trauma and separation.
* Good understanding of health and safety policies and procedures including fire safety, COSHH, food hygiene, risk assessment.
* Understanding of diversity and equality issues in the provision of the service.
 |

Essential experience

|  |
| --- |
| These criteria will be assessed at the application and interview stage |
| * Experience of successfully working with vulnerable people and an understanding of their needs.
* Experience of conducting or contributing to assessments of people with complex needs.
* Experience of working with people who may present a risk to themselves or others.
 |

# Other essential criteria

|  |
| --- |
| These criteria will be assessed at the application and interview stage |
| * Resilience
* Empathy
* Compassion
* Respect of diversity
* Professional integrity and confidentiality
* Flexible approach and committed team member
 |

**Date (drawn up): June 2022**

**Name of Officer(s) drawing up person specifications:**

**Job Evaluation Reference: 12528**

Health & Safety Functions

This section is to make you aware of any health & safety related functions you may be expected to either perform or to which may be exposed in relation to the post you are applying for. This information will help you if successful in your application identify any health-related condition which may impact on your ability to perform the job role, enabling us to support you in your employment by way of reasonable adjustments or workplace support.

| **Function** | **Applicable to role**  |
| --- | --- |
| Using display screen equipment  | Yes |
| Working with young people/vulnerable adults | Yes |
| Moving & handling operations | No |
| Occupational Driving | No |
| Lone Working | No |
| Working at height | No |
| Shift / night work | Yes |
| Working with hazardous substances | No |
| Using power tools | No |
| Exposure to noise and /or vibration | No |
| Food handling | No |
| Exposure to blood /body fluids | No |