**Job Description - Childcare Practitioner**

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**Responsible to:** Team Manager

**Salary Scale:** SJC Scale 15 – 26 (£23,237 - £31,108)(dependent on qualifications), generous pension scheme, plus additional sleepovers (£50 per sleepover)

**Working Hours:** 37.5 hours per week(Monday to Sunday shift pattern) including sleepovers.

We are looking for people who are kind, fun, committed, enthusiastic and empathetic towards children who have challenging and complex social, emotional and behavioural issues. We need staff who are mentally and physically fit. The children will challenge you every day. You will require confidence, patience, understanding, resilience and empathy. In return you will have the privilege of contributing to changing a child’s life and making a difference. You will be offered regular support and training and development to help you to become an excellent practitioner. We believe that every child at Seamab deserves the best. It is essential that you have a good understanding of attachment and trauma in children.

**Job purpose**

To provide 24hr care and nurture on a rota basis (including sleepovers). Working in a team environment. During each shift there will be 3 staff to 5 children including support from two senior managers. You will have the ability to work to the very highest standards with a strong child centred ethos in an organisation which encourages teamwork and is committed to providing the highest standard of care, nurture, love and education.

**Key responsibilities**

Share responsibility with co-workers on a shift by shift basis for directly supervising children and engaging them in activities appropriate to their age and stage.

Guides and engages with children through normal daily living routines which will best meet the primary care and educational need of each child. Personally interacts with children to ensure the care, safety and well-being of each child while maintaining the stability and integrity of the team.

Provide an education rich environment for children to achieve their potential.

Engages children in a wide range of stimulating and therapeutic activities, both on site and in the local community.

Here at Seamab we use a therapeutic approach called dyadic development practice. This encourages staff to work with the children and their colleagues in a playful, accepting, curious and empathetic manner. All staff will receive training in this approach. You will also receive ongoing opportunities and training in management of actual or potential aggression, child protection, first aid, medication and food hygiene.

Engage with children in active discussion to explore their behaviour, emotions and life stories.

Required to progress individual care plans through providing personal support which may include monitoring progress, attending meetings and recording and sharing information within company policies and national care standards.

To support children to appointments, meetings and planned outings and be proactive in your approach.

To undertake any other duties as deemed appropriate.

Adhere to all Employment, Health and Safety, and Practice Policies of the Company.

**Role requirements**

Sound working knowledge of trauma and attachment difficulties in children and young people

Professional attitude and presentation

Able to reflect on and develop your own practice

Must be an excellent team player and demonstrate values of respect, trust, integrity

Interest and commitment to furthering your education and training

Adhere to all Employment, Health and Safety, and Practice and Policies of the Company

To achieve, or already have achieved full and appropriate SSSC registration within 6 months of employment

To apply PACE.

To take personal responsibility for ongoing continued professional development relevant to child care, which contributes to Seamab’s ethos and therapeutic approach.

**Children’s requirements**

The children at Seamab have asked for care workers who are:-

* funny, active, friendly, fun, kind, playful, good listener when people are upset

**Reference and Police Checks**

2 recent employment reference, one of which must be from most recent employer verifying personal and professional competencies.

Must be a member of PVG scheme for working with children.

Full Driving Licence and must have access to a car for work purposes.

Must be fully registered with the SSSC within 6 months of commencing employment

**Qualifications and skills**

HNC and SVQ3

A minimum of 2 years’ experience of working in a social care or childcare setting.

Must complete PACE training within 12 months

**Benefits**

Attractive salary

Generous pension scheme, salary sacrifice (5.5% employee, 11% employer). 4 x life insurance.

Additional sleepovers payments

Extra Mile awards for staff

Employee assistance programme

Free meals

**Personal competencies**

* Physically and mentally fit
* Personal Resilience
* Highly motivated with demonstrated commitment and enthusiasm to working with young people
* A caring attitude and a genuine interest in the rights and welfare of young people
* Mature, trustworthy and reliable
* Able to work under pressure and adapt to change
* Good interpersonal and team working skills
* Good communication skills, verbal and written
* Good conflict/crises resolution skills and able to deal with aggression
* Professional competencies
* Able to engage positively and effectively with young people
* Sound working knowledge of residential child care