

Job description

- **Location:** South Lanarkshire
- **Job Title:** * Lead Practitioner *
- **Line managed by:** Senior Practitioner
- **Salary :** £31,880
- **Hours of Work:** 40 hours per week - plus sleepovers

Our Why

'We believe every child deserves happy and positive childhood memories and to create a bright future and not be held back from their past life experiences'.

Our Culture and Values

Trust and Challenge

We are building a culture where we trust each other, take planned risks in the name of progression and learning. We know we will fall, push boundaries and make mistakes, but we are the safety net for each other and will support each other to reflect and learn. We don't put a ceiling or limit on our children, young people or staff's potential. Our young people set out their parameters for their future and we wholeheartedly support them.

Professional Courage

We are building a culture where we feel comfortable to challenge each other, not allow things to fester, have the difficult conversations, encourage healthy challenging regardless of title or position. There will be no barriers to honesty, openness and transparency. We will actively work together to foster a healthy culture free from toxicity, rumours and splitting behaviours.

Integrity

We are building a culture where we say what we mean and mean what we say. We keep our promises, are credible, reliable and use our initiative.

Every shift counts in our young people's journeys. We do the right thing even when no one is watching.

Leadership

We are building a culture where we are all leaders. We will take ownership, responsibility and accountability. We will admit when we get things wrong and commit to reflecting and learning from this. We will never make assumptions. We will remain curious and open minded. We will offer structure, routine and rituals that are positive and supportive for our

young people to provide them with stability, consistency, security and predictable environments. We will fully support the 'why', purpose and vision of our organisation at all times. 'You will be the leaders you want your leader to be'.

Perseverance

We are building a culture where we don't give up. We will address blockers, we will find solutions, we will make positive things happen, we will always believe, we will always bring positivity and hope to every challenge.

Positive Energy

We all commit to working on our individual self-awareness of our mindset, attitude, vibes and energy and how these impact on others. We commit to proactively self-direct, be self-motivated and positively driven.

Reflection

We are building a culture where we take time to invest a focus on our own practice and learning. We ask ourselves the difficult and challenging questions. We admit our mistakes and always strive for improvement at every level. We track and monitor progress and evaluate regularly how we are doing. We capture and evidence our young people's journeys and experiences and help them make sense of this. We seek to understand root cause behaviours and triggers and not label our young people.

Lead Practitioner – Desirable Qualities and Attributes

- Charismatic and Engaging Leader
- Operates with a High level of Emotional Intelligence
- Self-Driven and motivated

- Resilient and Tenacious
- Contributes positively and effectively within wider organisation
- Does not shy away from difficult conversations or conflict when required
- Will proactively work to find solutions
- Promotes a culture of psychological safety in their team
- Caring and Compassionate and has clear boundaries and expectations on responsibilities and quality standards from their team
- Empowering to their teams – sets a good example as a leader and role models
- Creates and protects a culture where everyone must take responsibility and accountability for their practice
- Has a clear vision and aspirations for their service
- Is aligned with the ‘why’ values and culture of Nurture One as an organisation
- Actively promotes the ‘why’ values and culture within their team

Job Purpose

You will be part of a team providing a nurturing living and learning environment. As well as supporting the young people to focus on their social, emotional and physical wellbeing you will also provide and develop a bespoke 24-hour curriculum concentrating on their individual needs.

You will assist the Senior Practitioner with supporting practice, leading and mentoring new staff and on call responsibilities.

Key Duties and Responsibilities

- Promote and actively encourage the delivery of a safe, structured and nurturing environment.
- Be confident and competent in trauma informed language and practice.
- Implement a range of intervention strategies in line with TCI training
- To lead and assist in the delivery of formal and informal learning activities linked to each young person’s individualized curriculum

- You must co-operate with the company in complying with the Health and Safety requirements and are therefore expected to follow Company policies, to acquaint yourself with the Fire, Health and Safety Procedures at your place of work and report any unsafe practices and conditions
- You will supervise and mentor a new staff member in providing high quality care to children and young people within the services.
- You are responsible for the safeguarding and protection of the children and young people in your care
- Supporting and leading practice within the homes
- Complete all relevant report in a timely and professional manner
- Attendance at required meetings, reviews and hearings. You will have the ability to advocate on behalf of the children and young people in your care.
- You will devise, develop and contribute to care plans in line with local authority care plans and company policy and procedures
- You must have an SVQ level 3 and an HNC – or completed one of these and registered/working towards the other
- You must be able to keep up to date with relevant theories, training and knowledge in relation to your role that enables continued learning of the residential task
- You will be part of an on-call rota supporting the seniors and managers
- You will 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 Equal Opportunities requirements at all times.
- Any other reasonable tasks as per management instruction
- You must have a full driver's license

Job Types: Full-time, Permanent

Pay: £31,880.00 per year

Benefits:

- Casual dress
- Company events
- Company pension

Experience:

- Residential Childcare: 1 year (preferred)

Licence/Certification:

- Driving Licence (preferred)