

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.

You will be part of a team providing a nurturing living and learning environment within a singleton or 2 bedded resource. 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 be working in an environment that will test you emotionally which will require

a level of resilience from you as a practitioner. Due to our young people's past trauma and Adverse Childhood Experiences, their behaviour can at times present

levels of physical risk and challenge you emotionally. However you will also work in an environment that is fulfilling, for a company that will invest in you personally, professionally, and will focus on your wellbeing.

It is important that before you apply, you reflect on “Why” you are doing so. If your “Why” is included in the following, we would love to hear from you;

- Because you want to work with some of the most vulnerable young people in the country, helping them achieve integration of past trauma, whilst assisting them in increasing their levels of attainment
- Because you want to have a career in Residential Childcare, to be offered a genuine progression route where you will have the opportunity to build on existing qualifications, or gain new ones.
- Because as a person you are resilient, and will show perseverance and persistence in developing and implementing a young person`s plan, and who won't give up on our young people easily.

Residential Child Care Worker – Desirable Qualities and Attributes

- Charismatic, engaging and enthusiastic
- Operates with a High level of Emotional Intelligence
- Self-Driven and motivated and reflective
- Resilient and Tenacious
- Transparent, honest and accountable
- Contributes positively and effectively within wider organisation
- Demonstrates professional courage and not avoiding difficult conversations
- Will proactively work to find solutions
- Caring and Compassionate and has clear boundaries and expectations on responsibilities and quality standards from their themselves and their team creating and protects a culture where everyone must take responsibility and accountability for their practice
- Work as part of a team who has a clear, collective vision and aspirations for the 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 Role

- Provide a safe environment to allow the young people to express and understand their trauma
- To implement de-escalation and physical intervention strategies as necessary and appropriate in line with mandatory training and the Holding Safely document
- Taking responsibility for ensuring and promoting the safeguarding of any young people that you may come into contact with.
- Provide a positive role model for the young people, presenting yourself in a highly professional manner
- Assisting in health promotion and personal hygiene development of the young people
- Work in line with young peoples care plans and placement plans
- Promote young people's participation, to ensure young people are actively involved in the environment and day to day activities of the home.
- To lead and assist in the delivery of formal and informal learning activities linked to each young person's individualised curriculum
- To ensure the safety and wellbeing of the children and young people through the night time period.
- Complete and maintain administrative records as required by the home
- Provide and participate in leisure activities and holidays in line with the care, placement plans and risk assessments of the young people were required.
- Take part in Handovers to and ensure all relevant information is shared with

staff changing shifts.

- Supporting young people with education in a non-teaching capacity
 - Support for the Alternative Curriculum and Curriculum Enrichment.
 - To promote structure, boundaries and domestic routines within the house.
 - Participate in, and complete records for statutory reviews and meetings concerning the young people were required
 - To work as part of a team with colleagues and other professionals to meet the social, emotional and educational health and mental health needs of young people.
 - Contribute to a culture of open and honest communication
 - Adapt and respond positively to changing patterns and work situations
 - To work across all Nurture One houses
 - Work in partnership with families and other agencies to the benefit of the young people
 - Develop effective professional working relationships with colleagues, children and families and maintain these relationships.
 - To be fully aware of safeguarding and child protection issues.
 - To fully understand the reporting process of child protection within the home.
 - To understand the principles of safeguarding young people, staff and self
- Policies/Legislation
- Work in accordance with Nurture Ones vision and aims
 - To carry out duties in line with Nurture Ones policies and procedures
 - To comply with the code of conduct as required by the SSSC

- To work in accordance with the national care standards and co-operate with any inspection process
- Undertake relevant training programmes as required by the Company, SSSC; National Care Standards and be responsive to own personal development.
- To have an up to date knowledge of current Legislation and Guidelines.
- Attend, participate and make productive use of supervision and staff meetings as required in the National Care Standards.
- Awareness and responsibility for the health and safety of the home, children, young people, colleagues and yourself
- You must cooperate 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
- The post holder may be reasonably 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 Health and Safety and Equal Opportunities requirements at all times.

The Company reserves the right to vary duties and responsibilities at any time within

legal notification frameworks, however, not outside what is considered reasonable to

the original post.

Education, Qualifications and Experience -

Commitment to achieve HNC and SVQ 3 in line with SSSC registrations

criteria/timescales

Educated to SQA standard (or equivalent) or ability to demonstrate competency at this level.

SVQ 3 and HNC (or equivalent) which allows registration with SSSC or working towards.

Appropriate registration with the SSSC for Residential Child Care Workers and a commitment to SSSC guidelines relating to continuous professional development.

Experience of dealing with challenging behaviours and or difficult situations.

Full UK Driving License is essential.

Ability to work shifts including evenings, nights and weekends.

Additional financial benefits are available, this will be discussed at interview.

Job Types: Full-time, Permanent

Pay: £23,880.00-£30,880.00 per year

Salary -

- £23,880.00 - £30,880.00
- £23,880.00 – no qualifications / very little experience
- £24,880.00 – 1 x qualification
- £25,880.00 – 1 x qualification and minimum 1 years' experience in same role
- £25,880.00 – 2 x qualifications but no experience.

Increments are then added as per experience @ £1,000.00 per year (maximum 5 years)

The above scale does not include the additional payment of sleepovers.

Additional financial benefits are available, this will be discussed at the interview.

Benefits:

- Casual dress
- Company events
- Company pension
- Health & wellbeing programme
- On-site parking
- Referral programme

Schedule:

- Day shift
- Night shift
- Overtime
- Weekend availability

Experience:

- Support Environment: 1 year (required)

License/Certification:

- SVQ 3 / HNC in Social Care or Equivalent (preferred)