



SWYDDI CYNGOR
RHONDDA CYNON TAF
COUNCIL JOBS



Pecyn Gwybodaeth i Ymgeiswyr

Candidate Information Pack

JOB DESCRIPTION

Night Residential Child Care Practitioner

The Night Residential Child Care Practitioner, will play a key role in the team that ensures the provision of a skilled and expert service to children/young people and their families/carers who are experiencing difficulties, by providing planned and same day placements to children/young.

Post Reference Number: POST016761

Date of Job Description: August 2022

Version:

	Grade	GRADE 6
	Location	Carn Ingli
	Group	Community & Children's Services
	Division	Children's Services
	Department/Section	Family Support & Accommodation
	Team/Sub Section	Carn Ingli Community Home
	Responsible to	Home Manager
	Posts reporting to this post	N/A
DBS Required		YES – ENHANCED CHILDREN'S WORKFORCE

Why work for Rhondda Cynon Taf Council?

Rhondda Cynon Taf Council is one of the largest Local Authorities in Wales and our vision is “for Rhondda Cynon Taf to be the best place in Wales to live, work and play, where people and businesses are independent, healthy and prosperous”.

If you work for us, everything you do will be about making a positive difference to our community and the public sector.

Our excellent induction, training and development programmes will help you grow in your role. You will be challenged and supported, with the opportunity to learn new and transferable skills whilst playing your part in helping others.

Our generous annual leave allowance will provide you with 25 days holidays (pro rata, increasing to 30 upon 5 years of completed service), in addition to 8 public holidays. We have an excellent pension scheme with employer contributions and our financial support benefits will help to give you a sense of security and wellbeing for the future. We care about the wellbeing of our staff and our family friendly and inclusive policies allow for flexibility when needed. We offer support and advice including counselling, health surveillance, nurse and physiotherapy services. There are also a number of staff networks for employees including the Allies Network, a Disability and Carers Network, Perthyn our LGBTQ+ Network and Spotlight, open to Black, Asian and minority ethnic staff.

In addition, you will have access to a wide range of staff benefits including discounted ‘Leisure for Life’ membership, ‘Vectis Card’ for discounts on hundreds of products and services, Cycle to Work scheme and a technology purchase scheme.

Please see our [career pages](#) to find out more about working for us.

Purpose of the post:

The Night Residential Child Care Practitioner, will play a key role in the team that ensures the provision of a skilled and expert service to children/young people and their families/carers who are experiencing difficulties, by providing planned and same day placements to children/young. The role will involve providing night time care within the home, for those who are admitted to Carn Ingli, either on a respite, planned or same day basis. This will involve working directly with children/ people and their families/ carers, to secure a swift return home, or move to a longer term placement.

The Night Residential Child Care Practitioner will work in an innovative, trauma informed way to ensure positive outcomes enabling children/young people to remain at home with parents, return home to relatives or carers, or to move on to a suitably assessed longer term placement. This will include having a clear understanding of trauma, and how this can have an impact on a child/young persons sleeping pattern and need for support during the night.

To safeguard and promote the wellbeing of vulnerable children and young people who are in crisis, by following their personal plans of care and support.

To complete written reports as required in line with Children's Services policies and practices, and in line with the requirements of The Regulation and Inspection of Social Care (Wales) Act 2016

To liaise directly with other services and agencies during the night, and report issues swiftly.

To ensure children and young people are supported away from the home during the night, in situations where they may be missing, or require hospital treatment

To ensure that the views of children/young people are listened to as part of their day to day care

To ensure that the home is prepared for the start of each new day

What you will deliver:

- 1.To work with others within the team to plan and deliver individual programmes of trauma informed care and support for children/young people,their families/carers.
- 2.To deliver trauma informed interventions to children/ young people who experience difficulties during the night
3. To deliver interventions which support the strengths of children/young people
4. To provide structure and routine to every day life, through planned activities and interventions
- 5.To contribute to the structure and routine of the day by caring out routine tasks, such as preparing meals, laundry, cleaning, and supporting children/young people to make a contribution to this
- 6.To participate, with other team members, in taking children/young people on activities which are designed to form positive relationships and trust.
- 7.To build professional relationships with children/ young people and their families and to use that relationship to safeguard and promote positive outcome

What you will deliver:

- 8.To work directly with children/young people
- 9.To promote the wellbeing of children and young people, by encouraging an interest in education, community and a healthy lifestyle.
- 10.To be alert to signs of distress or abuse, and to ensure that the children and young people are monitored and protected.
- 11.To report any practice concerns to the relevant manager without delay
12. To understand and respect the rights of children and young people
- 13.To maintain records using the required ICT system
- 14.To undertake recording in line with Divisional procedures
15. To inform colleagues of relevant developments and engage in handover between shifts
16. To share information about children/ young people with other agencies in order to safeguard them and promote their welfare in line with the requirements of the Data Protection Act
- 17.To identify and record risk and contribute to the management of these
18. To provide for children's/young people's physical needs where necessary, and part of the personal plan
19. To administer medication in line with the personal plan
20. To deal promptly and sensitively to complaints from those using the service, within the framework of the Councils Complaints Procedure
21. Promote the welfare and wellbeing of children /young people and when appropriate advocate for them
- 22.To act as a team member, supporting colleagues and accepting support as necessary
23. To work flexibly, within reasonable bounds, in order to ensure the necessary cover for the service
- 24.To work jointly with team colleagues on identified cases
- 25.To attend and participate in team meetings as required
- 26.To engage in practical activities within the home to ensure it's upkeep, safety, such as cleaning

What you will deliver:

- 27. To transport children/young people to hospital, from friends or police stations where safe to do so, in line Parental Duties
- 28. To be accountable for all monies allocated for specific purposes
- 29. To participate in regular supervision in line with The Regulation and Inspection of Social Care (Wales) Act 2016
- 30. To participate in training and staff development programmes as deemed appropriate by the Line Manager
- 31. To provide a service which is anti -discriminatory on the grounds of race, sex, age, marital status, sexual orientation, disability, religion or nationality
- 32. To operate Health and Safety standards and procedures, which comply with statutory requirements and the Divisions policies
- 33. To comply with legislation, regulations, policies, procedures and standards of good practice
- 34. To work in line with the Code of Professional Conduct
- 35. To carry out health and safety responsibilities in accordance with the Divisions Health and Safety Responsibilities document

To undertake such other duties and responsibilities commensurate with the grade, as may be reasonably required by the Service Director, or as a mutually agreed development opportunity.

To comply with the Council's Health and Safety Policies and procedures and undertake any relevant health and safety duties in accordance with local arrangements.

To support the Council to play its part in tackling Climate Change and meeting its Carbon Reduction targets across the services it delivers and also in the goods and services it buys or commissions from other organisations.

All staff have a valuable and vital role in keeping people safe. Any person with concerns regarding the safety of a child or adult at risk, OR the behaviour of a colleague towards a child or adult at risk, has a responsibility to report this immediately. This should be done via the person's Line Manager, Designated Safeguarding Lead or contact the Cwm Taf Multi Agency Safeguarding Hub.

THE CONTENTS OF THE DOCUMENT WILL BE SUBJECT TO REVIEW FROM TIME TO TIME IN CONSULTATION WITH THE POST HOLDER. JOB DESCRIPTIONS MAY BE AMENDED TO REFLECT AND RECORD SUCH CHANGES.

What you will deliver:



PERSON SPECIFICATION

This Person Specification sets out the knowledge and/or qualifications, past experience and personal competencies that would be ideal for this particular post.

The **Knowledge/Qualifications** and Experience sections describe what is required in terms of the technical ability that is needed to do this job successfully.

The **Competencies** section describes the kinds of non-technical skills, abilities and personal characteristics that the ideal person for this particular role would have. The competencies describe how that person would ideally work with other people and how they would approach their responsibilities.

The **Special Conditions and Professional Requirements** section describes any other qualities appropriate to the particular circumstances associated with this role.

Knowledge / Education:

Essential	Desirable
Welsh Language Level 1 - All employees will be required to undertake a basic Welsh Language Induction to reach this level. Please refer to The Welsh Language Skills Guidance online www.rctcbc.gov.uk/WelshSkills	Welsh Language Level 2 to Level 5. For details on the levels please refer to The Welsh Language Skills Guidelines, which can be found in the Welsh Services section of the RCT Council Website.
A commitment to undertake and complete QCF Level 3 Diploma in Health and Social Care (Children and Young People) within 2 years of registration with Social Care Wales An understanding of the Rights of Children and Young People The ability to travel independently in the course of the duties required by the post	QCF /NVQ Level 3 Diploma in Health and Social Care (Children and Young People) Experience of working with Children and Young People in crisis and have experienced trauma.

Experience:

Essential	Desirable
Can demonstrate a having participated in the direct care of children or young people	A proven commitment to working with children/ young people who are in crisis

Welsh language skills:

Essential	Desirable
<p>Welsh Language Level 1 <input checked="" type="checkbox"/></p> <p><i>All employees will be required to undertake a basic Welsh Language induction to reach this level</i></p>	<p>Welsh Language Level 2 <input checked="" type="checkbox"/></p> <p>Welsh Language Level 3 <input checked="" type="checkbox"/></p> <p>Welsh Language Level 3-5 <input checked="" type="checkbox"/></p> <p>Welsh Language Level 4 <input checked="" type="checkbox"/></p> <p>Welsh Language Level 5 <input checked="" type="checkbox"/></p>
<p>For details about the levels please refer to 'The Welsh Language Skills Guidance' online: www.rctcbc.gov.uk/WelshSkills</p>	

What skills you will use in the workplace:

Competency	Community and Social Care Competency Framework
Competency Areas	Competency behaviours and values
Looking after service users best interests	<p>Listens to views of the service user and includes those involved with the service user to define the best way forward</p> <p>Supports and enables service users to make decisions</p>
Achieving Results	<p>Takes responsibility</p> <p>Is flexible, can switch tasks/roles/priorities to deal with new demands, changes or new information</p> <p>Demonstrates professional competence and consistently delivers high quality outcomes</p>
Working with Partners	Works to overcome conflicting viewpoints for the best interest of the service user

	<p>Recognises the value and expertise of others in the wider environment</p> <p>Keeps partners informed and up to date with what is happening with service users</p>
Working with Team Members	<p>Recognises that all members of the team have different skills and experiences that can be drawn on</p> <p>Builds lasting positive and supportive relationships based on trust</p> <p>Contributes to a strong team spirit of shared responsibility</p>
Earning service users trust	<p>Maintains clear professional boundaries, whilst demonstrating a clear understanding of the service users issues</p> <p>Sets up/supports care packages that genuinely meet identified needs as much as possible</p> <p>Is person centered and empathetic in responding to the individuals emotional and psychological wellbeing</p>
Encouraging Professional Development	<p>Recognises that there is always room for self improvement</p> <p>Participates in regular reviews and supervisions to identify goals and areas for development</p>
Communicating effectively	<p>Genuinely listens to others views, openly considers what they are saying</p> <p>Is able to deliver difficult messages sensitively</p> <p>Communicates clearly and concisely</p>
Complying with Health and Safety	<p>Puts measures in place to minimise risk of incidents</p> <p>Is aware of all relevant Health and Safety procedures</p>

Special Conditions and Professional Requirements

Requirement to travel independently throughout Rhondda Cynon Taf County Borough Council and out of county on a needs basis

Enhanced DBS Check

Be registered with Social Care Wales

This post will require the post holder to work in a flexible manner across the week/weekends/ statutory holidays