



SWYDDI CYNGOR
RHONDDA CYNON TAF
COUNCIL JOBS



**Pecyn
Gwybodaeth
i Ymgeiswyr**

**Candidate
Information
Pack**

JOB DESCRIPTION - NIGHT RESIDENTIAL CHILD CARE PRACTITIONER

An opportunity has arisen to recruit Night Residential Child Care Practitioners (NRCCP) to a newly developed home in RCT, with occasional deployment to other RCT Children's Homes in line with service requirements. As a NRCCP, you will be part of a caring team, that provides a safe, nurturing home for up to three children and young people, led and supported by a Registered Manager, and experienced Senior staff.

Post Reference Number: TBC

Date of Job Description: 17th August 2022

Version:

Grade	GRADE 6
Location	WILLOWFORD HOUSE
Group	Community & Children's Services
Division	CHILDREN'S SERVICES
Department/Section	SAFEGUARDING & SUPPORT
Team/Sub Section	FAMILY SUPPORT AND ACCOMODATION SERVICES
Responsible to	REGISTERED MANAGER
Posts reporting to this post	NONE
DBS Required	YES – ENHANCED CHILDREN'S WORKFORCE – 3 YEARLY RENEWAL

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 meeting the individual needs of children and young people throughout the night. This will involve working directly with children, young people and their families, carers and other professionals.

The Night Residential Child Care Practitioner will work in an innovative, trauma informed way to ensure positive outcomes, with a compassionate approach. This will include having a clear understanding of trauma, and how this can have an impact on an individual's sleeping pattern, their ability to settle and the 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 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. The Night Residential Child Care Practitioner will be flexible in their approach to delivering interventions and as such will work on a flexible rota, including weekends and statutory holidays.
3. To deliver trauma informed interventions to children/ young people who experience difficulties during the night
4. To deliver interventions which support the strengths of children/young people
5. To provide structure and routine to every day life, through planned activities and interventions
6. To contribute to the structure and routine of the day by carrying out routine tasks, such as preparing meals, laundry, cleaning, and supporting children/young people to make a contribution to this
7. To participate, with other team members, in taking children/young people on activities which are designed to form positive relationships and trust.
8. To build professional relationships with children/ young people and their families and to use that relationship to safeguard and promote positive outcome
9. To work directly with children/young people
10. To promote the wellbeing of children and young people, by encouraging an interest in education, community and a healthy lifestyle.
11. To be alert to signs of distress or abuse, and to ensure that the children and young people are monitored and protected.
12. To report any practice concerns to the relevant manager without delay

13. To understand and respect the rights of children and young people
14. To maintain records using the required ICT system
15. To undertake recording in line with Divisional procedures
16. To inform colleagues of relevant developments and engage in handover between shifts
17. 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
18. To identify and record risk and contribute to the management of these
19. To provide for children's/young people's physical needs where necessary, and part of the personal plan
20. To administer medication in line with the personal plan
21. To deal promptly and sensitively to complaints from those using the service, within the framework of the Councils Complaints Procedure
22. Promote the welfare and wellbeing of children /young people and when appropriate advocate for them
23. To act as a team member, supporting colleagues and accepting support as necessary
24. To work flexibly, within reasonable bounds, in order to ensure the necessary cover for the service
25. To work jointly with team colleagues on identified cases
26. To engage in practical activities within the home to ensure it's upkeep, and safety
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

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.

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:

Experience:	Desirable
Welsh language skills:	Desirable
Essential	Desirable
Essential	Desirable
Direct care of children or young people	Can be found in the Welsh Services section
Welsh skills not to be used in the work	Can be found in the Welsh Skills section
Competency	Community & Social Care Competency Framework
Competency Areas	Competency behaviours and values
Looking after Service Users	Listening to views of the service user and includes those who have the best interests of the service user to define the best way forward
Guidance online www.rctcbc.gov.uk/WelshSkills	Supports and enables service users to make decisions
For details about the levels please refer to 'The Welsh Language Skills Guidance' online: www.rctcbc.gov.uk/WelshSkills	
Achieving Results	Is able to work effectively when under pressure
A commitment to undertake and complete	Experience of working with Children and Young People in crisis
QCF Level 3 Diploma in Health and Social Care (Children and Young People)	
years of registration with Social Care Wales	Is flexible, can switch tasks/roles/priorities to deal with new demands, changes or new information
An understanding of the Rights of Children and Young People	Demonstrates professional competence and consistently delivers high quality outcomes
The ability to travel independently in the course of the duties required by the post	

Working with Partners	<p>Works to overcome conflicting viewpoints for the best interest of the service user</p> <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 centred 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>
Communication 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 & 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

- Personal responsibility for registration with Social Care Wales on appointment (or on completion of the Social Care Induction Framework) and continuous registration on Part 2 of the Register thereafter

Flexibility and responsiveness to changing priorities

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

