



**SWYDDI CYNGOR**  
RHONDDA CYNON TAF  
**COUNCIL JOBS**



**Pecyn  
Gwybodaeth  
i Ymgeiswyr**

**Candidate  
Information  
Pack**

## JOB DESCRIPTION

An opportunity has arisen to recruit a Senior Residential Child Care Practitioner. As a Senior RCCP, you will be part of a caring team, that provides a safe, nurturing home led and supported by a Registered Manager, and experienced staff.

*Post Reference Number:*

*Date of Job Description: August 2022*

*Version:*

<b>Grade</b>	9
<b>Location</b>	TY BRYNNA HOUSE
<b>Group</b>	COMMUNITY & CHILDREN'S SERVICES
<b>Division</b>	CHILDREN'S SERVICES
<b>Department/Section</b>	FAMILY SUPPORT AND ACCOMODATION SERVICES
<b>Team/Sub Section</b>	
<b>Responsible to</b>	REGISTERED MANAGER
<b>Posts reporting to this post</b>	
<b>DBS Required</b>	YES – ENHANCED CHILDREN'S WORKFORCE – 3 YEAR 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:

### **SPECIFIC RESPONSIBILITY**

The Senior Residential Child Care Practitioner support the delivery of the CLA Action Plan by providing planned and same day placements to children/young. Senior Staff will provide, support and guidance to the team, with a focus on guiding and supporting them in 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 trauma informed care and support. This will involve working directly with children, their families/ carers, and other professional to ensure that personal goals can be achieved.

The role will involve providing day to day care, ensuring the delivery of safe, effective child-centred service to children and young people.

The Senior Residential Child Care Practitioner will support the Manager in contributing to planning, and ensuring the safe delivery of evidence based interventions, which will involve working directly with children/ people and their families, to secure a swift return home, or move to a longer term placement. In addition they will coordinate and provide a service which supports, children/young people their families, and foster placements, where there is a risk of disruption or breakdown.

In line with The Regulation and Inspection of Social Care (Wales) 2016, Regulation 33 (4) and The Social Service and Wellbeing (Wales), section 102, as a Senior member of the team the Senior Residential Child Care Practitioner will act as a Link Worker, with a key responsibility for the Health and Education of children/young people living at the Home. This will involve ensuring close consultation with both agencies and reporting on progress in these areas.

As a key member of the leadership at the Home, the Senior Residential Child Care Practitioner, will be expected to support the staff team. They will provide practice supervision to embed innovative evidence based interventions into practice, and to support staff to deliver a Trauma informed service. This will ensure positive outcomes for children and young people, enabling them to experience a smooth transition home, or alternative placement .

The Senior Residential Child Care Practitioner will respond in a flexible way to the requirements of the service, which may involve responding to unexpected events or situations to protect vulnerable children. This will inevitably involve providing guidance and support outside of the normal working day.

The Senior Residential Child Care Practitioner will support team members by providing professional leadership, and acting as a resource to the team on Trauma Recovery, working closely with partner agencies ensuring that service provision and interventions are based on sound evidence.

To work in an innovative, trauma informed way to ensure positive outcomes for vulnerable children and young people. Providing, trauma informed interventions to children/young people as directed through their individual plans.

Supporting children/young people to return home to parents, return home to relatives or carers, where this is assessed as a positive outcome.

To, through direct work and trauma informed practice, deliver evidenced based interventions to all involved in the child/young persons' plan

To safeguard and promote the wellbeing of vulnerable children and young people who are in crisis

To participate in effective partnership working and engagement and to work collaboratively with a range of professionals and organisations

To work in partnership with children/young people, parents/carers, and significant others to understand and assess needs, and co-produce personal plans

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

## **What you will deliver:**

## **DIRECT WORK WITH CHILDREN/YOUNG PEOPLE AND FAMILIES:**

1. To ensure that the home complies with RISCA and associated regulations to ensure CIW registration is maintained. This will involve the coordination and delivery of individual Personal Plans, and will require assessment, problem solving and decision making skills. The Senior Residential Child Care Practitioner will support the service by ensuring that the vision and values of Trauma informed Practice is sustained in practice delivery and that they influence and develop this practice within the home.
2. To consider Trauma Recovery Model and Developmental Mapping in planning all individual interventions
3. To record risks and work with other services to manage and minimise them.
4. To build professional relationships with children/ young people and their families and to use that relationship to safeguard and promote positive outcomes
5. To be alert to signs of distress or abuse, and to ensure that the children and young people are monitored and protected.
6. To communicate effectively with children and young people, ensuring that their views and wishes are heard and recorded accurately in their Personal Plan.
7. To compile user friendly reports and materials about the Home and their individual circumstances and plans for support.
8. To understand and respect the rights of children and young people
9. To be sensitive to the needs of individual children, taking account of race, culture, language, religion.
10. To promote the wellbeing of children and young people, by encouraging an interest in education, community and a healthy lifestyle.

## **PROVISION OF KNOWLEDGE AND SUPPORT**

11. Have a sound understanding of Trauma Recovery Models and Trauma Informed Practice.
12. Have a sound understanding about the Laws related to the provision of Residential Care, including RISCA and the Social Care and Well-being Act Wales.
13. To mentor staff within the Home to ensure continued professional development and continued improvement in practice.

## **LEADERSHIP**

14. To deputise in the absence of the Manager



15. To be accountable for monies allocated for specific purposes
16. Respond to practice based complaints
17. Act as champion of best practice
18. Act as a guardian of professional codes of practice within the organisation.
19. To develop and work towards plans for the delivery of service to individuals.
20. To promote a culture of multi- agency working to achieve best outcomes
21. To contribute to the Residential Services Business Plan
22. To provide practice supervision for the staff team who will be working with children/young people and families with complex needs

## **ACCOUNTABILITY & MANAGEMENT**

23. To be accountable for work undertaken within the remit of the Statement of Purpose
24. To contribute to weekly progress meetings with the child/young person families and other agencies to coproduce the personal plan and ensure targets are being achieved and will result in timely outcomes
25. To provide supervision to staff, in a manner that promotes equality of opportunity and collaborative working between staff and other agencies, and ensuring that there are work plans in place and that staff within the home are accountable for their work
26. To ensure staff within the team deal promptly and sensitively to complaints from those using the service, within the framework of the Councils Complaints Procedure
27. To lead and participate in staff meetings
28. To ensure that appropriate activities are being undertaken by staff, leading to the best outcomes for those using the service
29. To report to the Manager, malpractice or evidence which may suggest it.
30. To support and implement changes in methods and approaches to work as may be required
31. To talk and listen to children and young people, and observe their behaviour and record significant features.
32. To assume responsibility or cover for team members as required

33.Computer literacy and the skills. The ability to work with word processing packages at a speed commensurate with the responsibilities of the role.

34.To demonstrate through personal and professional example a commitment to equality of opportunity for all groups of staff, service users, and their families and to challenge discrimination, racism, sexism and other forms of unjust behaviour

35.To acquire and disseminate knowledge and ensure the team understand about different groups, races and cultures which inform service delivery and to understand the impact of racism and discrimination on children/ young people and families.

36.To ensure all matters in respect of child protection are dealt with promptly, effectively and in line with child protection procedures.

37.To undertake any training or developmental opportunity to carry out the full expectations of the role.

38.To ensure that recorded information is well organised, up to date and provides concise and accurate information and evidence of practice about the individuals circumstances and plans

39.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

40.The post holder is expected to be committed to the core Council Values of public service, quality equality and empowerment and to demonstrate this commitment in the way they carry out their duties

41.To take reasonable care for the health and safety of yourself and other persons who may be affected by your acts and omissions and to comply with all health and safety legislation as appropriate to the role.

42.To maintain and develop knowledge of good practice, research findings and Legislation

43. To ensure all newly appointed staff are supported through the All Wales Induction Framework, giving guidance and support to ensure registration with SCW

44.To share in practical activities necessary to maintain the home, for example, cleaning duties when necessary

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.**

***Protecting Children and Vulnerable Adults is a core responsibility of all staff. All safeguarding concerns should be reported to the Cwm Taf Multi-Agency Safeguarding Hub (MASH)***



— *Journal of the American Medical Association*, 1997

**Wales: Links not with "direct care of children or young people" / Children/ young people who are in crisis**

Competency	Community & Social Care Competency Framework	
Competency Areas	Competency behaviours and values	
<b>Leading and motivating</b> <a href="http://www.rctcbc.gov.uk/WelshSkills">www.rctcbc.gov.uk/WelshSkills</a>	<b>Creates a shared attitude that is positive and enthusiastic about work</b>	<b>Includes that is positive and enthusiastic</b>
QCF Diploma Level 3 Health and Social Care (Children and Young People) OR Predecessor Qualifications For details about the levels please refer to 'The Welsh Language Skills Guidance' online: <a href="http://www.rctcbc.gov.uk/WelshSkills">www.rctcbc.gov.uk/WelshSkills</a> N.V.Q. Level 3 in Care (Children and Young People) or an equivalent qualification in Social Work	Health and Social Care (Children and Young People) or an equivalent qualification in Social Work	Experiences of delivering trauma informed care/supervision interventions
<b>Achieving Results</b>	<b>Is motivated to improve performance, identifies objectives that can stretch the team</b>	<b>Ensures that team members are aware of the social and environmental impact of their role</b>
Be registered with Social Care Wales Knowledge of RISCA and related Child Care Legislation	Is able to work effectively under pressure Has clear aims and objectives	University Certificate 'Step up to Mentoring' Social Care Wales
<b>Working with team members</b>	<b>Builds lasting positive and constructive relationships based on trust</b>	<b>Builds a culture where free and open exchange of ideas and appropriate challenge is accepted and valued</b>
Knowledge of Trauma Recovery Model of care and child protection Evidence and knowledge of working with children/young people and their families with complex needs, and resilience	The ability to travel independently in the course of the duties required by the post	

Communicating effectively	Proactively shares ideas and knowledge with people to keep them up to date with developments Actively promotes a good flow of communication to allow the quick resolution of issues and queries
Encouraging Professional Development	Is eager or willing to learn new things Works towards increasing the capability of their team Is personally supportive in enabling individuals to meet their developmental goals
<b>Managing Time</b>	<b>Has a logical and organised approach to planning</b> Looks ahead to anticipate future issues and changing demands Sets up and adheres to useful processes for managing work effectively
Being Accountable	Uses consultation to inform important decisions Makes well informed decisions and thinks ahead Is willing to be decisive when necessary
Focus on Service Users	Has a positive attitude towards helping people and is willing to go the extra mile Understands service users' actual needs Provides and promotes the highest standards of care and service
Complying with Health and Safety	Puts measures in place to minimise risk of incidents Is aware of all relevant Health and Safety procedures

## 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
- Requirement to travel independently throughout Rhondda Cynon Taf County Borough Council and out of county on a needs basis
- Enhanced DBS Check

This post will require the post holder to work in a flexible manner outside normal office hours, including before 9.00am and after 10pm, working patterns will include days/afternoons/ weekends/ statutory holidays

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