Stockton-on-Tees
BOROUGH COUNCIL

APPLICATION FOR EMPLOYMENT

Thank you for the interest you have shown in the vacancies within Stockton on Tees Borough Council.

Completed forms can be e-mailed to recruitment@xentrall.org.uk or posted to **Xentrall Recruitment Services, PO Box 891, Stockton on Tees, TS19 1JT,** marking the envelope in the top left hand corner with the post reference number.

In accordance with our recruitment procedures, your application will only be considered if it is received on or before the closing date as shown in the advertisement.

In the interests of economy, applications received via the post are not automatically acknowledged. If you require confirmation that your application has been received please enclose a stamped addressed envelope or telephone 01642 526992.

If you have not been contacted within 4 weeks of the closing date for receipt of applications, please assume that on this occasion your application has not been successful.

Residential Care Officer (Turnaround)

Vacancy ID: 011508

Salary: £16,290.81 - £21,925.13 Annually

Closing Date: 06/12/2020

Benefits & Grade

Grade F/H/I, unsociability and sleep over allowance will apply
(Grade H and above would require the candidate to hold a Level 3 Diploma for Children and Young People's Workforce or equivalent)

Contract Details

Permanent

Contract Hours

30 hours per week
Rotas are over a 24 hour day, 7 days a week, 52 weeks of the year including sleep overs

Disclosure

The successful applicant will be subject to an enhanced DBS check

Job Description

Stockton-on-Tees Borough Council has recently undergone a review of its in-house residential provision and model of delivery. This is an exciting time to work for the Council as we embark on the implementation of the review that will increase not only placement capacity, but also the range of placements available.

This is an opportunity for a professionally motivated, suitably qualified and skilled individual to work within our turnaround provision working directly with children, young people and their families, whereby children and young people are not likely to remain in care and have a plan to be reunified with family.

We strive to offer continuity and stability within our services for both staff and the young people we care for. The successful candidate will need to be able to demonstrate their understanding of the benefits of authentic warmth, nurture and emotional resilience when working with children and young people and their families.

Ongoing training relevant to the post will be available and support will be provided with regular structured supervision and appraisal.

We are seeking applications from individuals who hold a Level 3 Diploma for Children and Young People's Workforce or equivalent or are willing to work towards and have worked in a Residential setting with young people who are Looked After.

It is essential that the successful applicant has the ability to work directly with young people who present with complex and challenging behaviour and be skilled in assessing risk, care planning and implementing and monitoring strategies and interventions that reduce risk and improve outcomes for young people.

An online application form and further information is available from www.stockton.gov.uk/jobs.

Please ensure you refer to the Job Description and the essential and desirable criteria in the Person Specification when completing the Personal Statement on the application form, as this information is used to select candidates for interview.

If you would like an informal discussion about the post, please contact Garth Illingworth, Registered Manager, on 01642 526473 or email Garth.Illingworth@stockton.gov.uk

The application form is available in alternative formats from Xentrall Recruitment Services, tel: 01642 526992 or email recruitment@xentrall.org.uk

Stockton-on-Tees Borough Council ensures that all customers, both internal and external receive a consistently high quality level of service.

Stockton-on-Tees BOROUGH COUNCIL	**JOB DESCRIPTION**
Directorate: **Children's Services**	**Service Area:** **Looked After Children - Resources**
JOB TITLE: Residential Care Officer (Turnaround)	
GRADE: F/H/I	
REPORTING TO: Registered Manager	

1. JOB SUMMARY:

To deliver residential care and family interventions as part of the overall offer to children in and leaving our care. Workers will form part of a team who will primarily work with children, young people and their families or carers with the aim of supporting them through a journey of change to reunify and build a sustainable healthy family life. Where this is not possible workers will support children and young people through a transition into alternative care arrangements.

Residential Workers will under the direction of the Manager be responsible for the delivery of bespoke, flexible care and intervention plans in the residential home or family home that are tailored to individuals and their families. Key to this is the collaboration and partner working with young people their families or carers, other services within Local Authority, commissioned services, voluntary agencies and external stake holders.

Residential Workers will support the delivery of a service that is registered with Ofsted and support the delivery to young people accessing the two self-contained emergency accommodation units attached to the registered children's home. They will participate in an 'on call' and 'sleep in' rota for which an additional allowance is paid.

2. MAIN RESPONSIBILITIES AND REQUIREMENTS

	1.	To support the home in complying with Ofsted requirements as a residential Children's Homes, participating in the delivery of interventions that are flexible, as defined in the Homes Statement of Purpose and the Turnaround Model.
	2.	To work as part of a multi-agency team supporting families, young people and carers who are on a journey of reunification.
	3.	To be part of a team that provides a coordinated outreach intervention service to young people, families or carers to enable the safe and positive re-building of their family life.
	4.	To comply with all relevant Statutory Legislation, Codes of Practice and Policy and Procedural Requirements.
	5.	To work within the scope of the Reunification/Turnaround Model.
	6.	To maintain relevant records that enable the effective measurement of performance, outcomes and captures the voice of child.

	7.	To contribute to and deliver on bespoke care packages and/or interventions specially aimed to support the child's and family's journey to reunification and support them to break the cycle of crisis, enabling families to engage in healthy family life.
	8.	To contribute to the production of effective intervention and risk management plans for young people, families and carers.
	9.	To facilitate and support group work with young people, families and carers, including any specialised identified therapeutic approaches.
	10.	To participate in professional reflective supervision and appraisal.
	11.	To participate in training in order for the service to deliver and develop.
	12.	To work in partnership with others to ensure services are delivered to those young people accessing the emergency accommodation units.
	13.	To have a clear understanding and undertaking of safeguarding responsibilities and how to respond in line with LSCB procedures.
	14.	To embrace the values, behaviours, expectations and general atmosphere in which we work as defined in Stockton Councils Culture Statement.
	15.	To work as part of an integrated multi agency culture from which the Reunification/Turnaround Model is delivered from.
	16.	Participate in the agreed working roster and share the sleep in duty and on call arrangements as required. This includes covering a service 24 hours a day, 52 weeks of the year. Weekend work, evenings and bank holidays will be required as part of the rota.

3. GENERAL

Job Evaluation - This job description has been compiled to inform and evaluate the grade using the NJC Job Evaluation scheme as adopted by Stockton Council.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Workforce Culture and supporting behaviours and Code of Conduct – The post holder is required to carry out the duties in accordance with Workforce Culture and supporting behaviours, code of conduct, professional standards and promote equality and diversity in the workplace.

Shaping a Brighter Future – The post holder will embrace the Council's "Shaping a Brighter Future" programme.

Personal Development – As defined by the Council's Culture Statement, all employees will take responsibility for their own development

Customer Services – The post holder is required to ensure that all customers both internal and external, receive a consistently high quality level of service, commensurate to the standards required by Stockton on Tees Borough Council.

Policies and Procedures – The post holder is required to adhere to all Council Policies and Procedures.

Health and Safety – The post holder has a responsibility for their own health and safety and is required to carry out the duties in accordance with the Council Health and Safety policies and procedures.

Safeguarding – All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Stockton Council's Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

Job Description dated: July 2019

Stockton-on-Tees BOROUGH COUNCIL

PERSON SPECIFICATION

Job Title/Grade	Residential Care Officer (Turnaround)	F/H/I
Directorate / Service Area	Children's Services	Looked After Children - Resources
Post Ref:	POS007235	

	ESSENTIAL		**DESIRABLE**	**MEANS OF ASSESSMENT**
Qualifications	Good general education.	F H I	Relevant qualification in a similar field	Application form / Certificates
	Willingness to work towards the Level 3 Diploma in Child Care and Young People.	F		
	Holds the Level 3 Diploma in Child Care and Young People or is able to work towards the qualification and can evidence this will be completed within 12 months of employment.	H		
	Holds the Level 3 Diploma in Child Care and Young People.	I		
Experience	Experience of working directly with children and young people.	F H I	Experienced in supporting families to build and maintain positive relationships with their children in a range of settings	Application / Interview and references
	Enhanced experience of working with children and young people with complex and challenging behaviour.	H I		
	Substantive post qualifying and recent experience in working with children and young people with complex and challenging behaviour in a residential setting.	I		

Knowledge & Skills	A range of skills and knowledge relevant to working with children and young people in residential care and out in the community. Able to seek support in supervision. Ability to seek and follow the guidance and instruction from more experienced staff. Good communication skills (oral and written).	F H I	Knowledge of the pressures and the difficulties families face parenting young people	Application / Interview and references
	Ability to independently and confidently manage day to day activities in a residential setting and out in the community. Ability to exercise high quality judgements in relation to situations in a residential setting on a day to day basis. Ability to expect and anticipate situations and be able to put in place interventions and behavioural strategies to manage more complex and risky situations. Confidently and consistently deliver high standards of care as described in the young people's Care Plans and Risk Assessments, intervention and reunification plans. Knowledge and experience of the assessment, care planning and review systems for children who are in our care. Knowledge of the legislation and good practice that underpins child care in residential settings.	H I		

	Skilled in formulating, reviewing and monitoring Residential Care Plans, Risk Assessments, intervention plans and deliver specific reunification packages designed and reviewed specifically to meet individual needs. Expert and effective practice in complex and risky situations within a residential care setting and in the community. Demonstrate consistently the ability to take control, manage and lead a shift, provide sound advice, direction and mentor less experienced Residential Care Workers. Be able to consistently produce relevant key working reports to a high standard. Be able to effectively communicate with relevant others outside of the immediate care team and promote an outward facing service. Have an awareness of the wider political context within which the local authority and the residential sector operate. A sound working knowledge of the requirements of the Children's Homes Regulations	I		
Specific behaviours relevant to the post	Demonstrate the Council's Behaviours which underpin the Culture Statement. Child focused Approachable	F H I		Application / Interview and references

	Friendly Enthusiastic Positive approach and motivated Positive role model for young people Reliable honest and flexible			
Other requirements	Able to work over a 7 day shift system covering a service 24 hours Able to work waking nights when required The job involves working directly with children and young people and therefore is subject to an acceptable enhanced DBS check Ability to demonstrate mobility	F H I	Clean driving licence	Application / Interview and references

Conditions of Service

General
Conditions of service will vary from service to service. However, there are some general points to cover.

Conditions of service generally are those contained in the appropriate National Joint Council Schemes but have been supplemented in a number of areas by locally agreed conditions. The relevant Handbooks are available for reference in all departments.

Office Hours
The normal working week is 37 hours. Council offices are generally open to the public from 8.30 a.m. to 5.00 p.m. (4.30p.m. on Friday). The majority of office staff are able to take part in the Councils flexible working hours scheme. Elsewhere, fixed hours or shift working may be operated according to the needs of a particular service.

Annual Leave
The basic annual leave entitlement is 26 days plus 8 public holidays. Employees with 5 years continuous service receive 31 days annual leave.

Sick Pay
Most employees are covered by the provisions of the nationally agreed sick pay schemes which allow periods of absence on half pay and full pay according to length of service.

Pension
You will automatically be entered into the Local Government Pension Scheme (LGPS) unless you choose to opt out. This is a contributory pension scheme and meets Government standards for automatic enrolment. If you do not opt out within three months of joining the LGPS, you will not be eligible to receive a refund of your contributions but will instead be given deferred benefits within the Scheme. If you decide to opt out of the Scheme your employment, earnings and age will be monitored in line with automatic enrolment guidelines.

Medical Examination
Before commencing your employment, you will need to complete a medical questionnaire and may be subject to a medical examination.

Probation
New entrants to Local Government will be required to complete a six month probationary period.

Equal Opportunities
The Council is working towards an environment where all employees, residents and service users receive equal treatment regardless of gender or gender reassignment, marital or civil partnership status, sexual orientation, age, disability, race, religion or belief, social origin, pregnancy and maternity.

Job Sharing
A voluntary Job Sharing Scheme is in operation. Applications to job share are welcome and there is no requirement for you to apply with a partner.

Payment of Salaries
Salaries are paid monthly on the last working day of the month. All payments are made by credit transfer direct to a nominated bank or building society.

Smoking Policy
The Council operates a No Smoking Policy.

Politically Restricted Posts
The Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 designate certain posts as politically restricted. If this is

the case it will be detailed on the job description and means that you would be disqualified from being a member of a Local Authority, the House of Commons or of the European Parliament. Further information is available upon request.

Rehabilitation of Offenders Act 1974

Having a criminal record will not necessarily bar you from working for the Council. This will depend on the nature of the post and the circumstances and background of your offence(s). To assist the Council in determining the suitability of your employment, certain posts are subject to a DBS check. If this is the case an appropriate statement will appear in the recruitment advertisement.