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Childcare Practitioner Overview

## About The Role

We are currently recruiting for a Childcare Practitioner to join our team at Scarcliffe House Children’s Home. Scarcliffe house is a fully therapeutic provision, and as such, invests significantly in upskilling all staff to ensure our therapeutic model is embedded in the day-to-day care that is offered to our young people.

**About the position**

As a Childcare Practitioner, you will be providing direct care to Children and Young People who may require support to maintain and improve their wellbeing, safety, social and communication skills as well as life/functional skills.

Each member of staff within our organisation is highly valued, therefore, we place a huge focus on ensuring we recruit the right people to join our team. We are looking for a dedicated and compassionate individual who can fully commit to supporting our Children and Young People. This is a diverse role that comes with challenges; however, this is a greatly rewarding role with genuine opportunity for career progression.

Scarcliffe house, as well as most residential childcare provisions is largely shift based this includes day/evening/weekend work and does involve sleep-ins. Scarcliffe house has a designated en-suite room that accommodates staff for overnight stays. Additional payment is given to staff for each sleep-in duty they complete.

**What will you be doing?**

The role is incredibly varied and the expression ‘No two days are the same’ couldn’t be more fitting to this position. We aim below to give an insight into some fundamental aspects of the role, you will be:

* Working as part of an immediate staff team and wider team to ensure safeguarding is paramount, and that our Children and Young People are effectively safeguarded at all times.
* Providing the highest level of holistic and therapeutic support on a day-to-day basis.
* Acting as a positive role model at all times for our Children and Young People.
* Creative in organising and encouraging participation in a wide range of innovative and exciting, entertaining events and activities that hold value, these will be held both within the home and in the wider community.
* Actively contributing as a team member to your personal development and the development of the home.
* Ensuring each Young Person’s physical, emotional, behavioural and cultural needs are met.
* Accurately recording and updating relevant plans with clear and concise information, writing reports, and completing basic administrative duties.
* Supporting our Young People with day-to-day practical tasks & where appropriate promoting independence.
* Creating appropriate, positive and meaningful relationships with Young People whilst always maintaining dignity and respect.

## About You

## **What experience and qualifications do you need?**

**To be successful in the role of Childcare Practitioner, you do not need a specific level of experience, we look at each application on its own merit, however, we do believe there are key attributes that would be held by successful and effective Childcare Practitioners in our home:**

* In this role you will face challenges both emotionally and physically, you must be able to stay calm and bounce back from difficult situations, a high level of patience and emotional resilience is needed.
* Our Young People, and the Team rely on you to show up when you should therefore be effective with time management and showing reliability is key.
* You will be supporting Young People of all ages and backgrounds and must be able to relate appropriately with an empathetic understanding.
* You must be confident in communicating with others both internally and externally to the organisation
* Great problem-solving skills and the ability to adapt and act accordingly to situations

**What will you get in return?**

* **Comprehensive induction**
* A competitive salary
* Ongoing training and professional development
* Genuine career development opportunities for those who want them.
* Fully funded enhanced DBS checks
* Generous paid annual leave
* Pension contribution
* Fully funded level 4 Diploma in residential childcare for those who do not already hold this qualification or equivalent

You will also get the opportunity to be part of something truly incredible, you will have the full and unwavering support of an organisation that will not only make a real difference in Young People’s lives, but in the lives of its whole staff team.