

**Directorate:** Adult Social Care and Health

**Unit/Section:** The Nest

**Grade:** KR8

**Responsible to:** Registered Manager

**Purpose of the Job:**

To work as a member of a team in a specialised service providing a nurturing and safe environment for individuals aged 11 – 18 who are learning disabled and present complex and challenging behaviors. Individuals will be subject to a time limited assessment period which will inform their future care needs.

**Main duties and responsibilities:**

1. To meet the day to day care needs of the individuals in residence.
2. To actively work with the individuals and thereby contribute to a comprehensive assessment of their care needs.
3. To develop constructive support plans which would be transferrable to other services.
4. To work with colleagues and professionals to find ways to effect change to complex or challenging behaviour in the individuals.
5. To support individuals in a bespoke way in line with their support plans and work consistently so that the highest standards of positive behavioural support are delivered.
6. To undertake specific training related to improving the outcomes for the individuals in residence.
7. To manage a time limited assessment period with clear goals and objectives which are regularly reviewed.
8. To participate in regular meetings and reviews to ensure information is shared and goals are reached within set timeframes.
9. To work with families and professionals to ensure new strategies and plans are shared and taken forward.
10. To encourage the individual's resident to express their wishes and feelings in whatever communication method they use and to use this information to help shape the service.

11. To promote and celebrate the diversity of the individuals and ensure anti-discriminatory practice is paramount.
12. To complete daily accurate recording as outlined in the service procedures.
13. To ensure compliance with both the Directorate and the Service's policies and procedures as well as OFSTED regulations.
14. To always behave in a professional manner in line with Kent Code of Practice.
15. To ensure all core training is undertaken in line with the Service requirements.
16. To participate fully in the supervision and appraisal process.
17. To have an overview of the whole service and building in such a way as to assist the Manager in its smooth running and to identify any short falls or need for improvements.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

|                             | <b>Criteria</b>   |
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| <b>QUALIFICATIONS</b>       | <p>Educated to GCSE level or equivalent in English and Maths.</p> <p>Diploma Level 3 in Childcare or equivalent.</p>  |
| <b>EXPERIENCE</b>           | <p>Direct work and caring for disabled individual's with proven experience.</p> <p>Experience of working in a residential or group setting.</p>   |
| <b>SKILLS AND ABILITIES</b> | <p>Ability to relate theory to practice.</p> <p>Ability to recognise the needs of an individual as paramount.</p> <p>Ability to work as part of a team.</p> <p>Ability to use initiative.</p> <p>Accuracy in report writing and effective communication skills.</p> <p>Ability to plan and deliver a range of social, recreational activities, both community and Centre based.</p> <p>Experience of positively supporting individuals with behaviours that challenge.</p> <p>Experience of positive behavioural support or positive programming.</p> |
| <b>KNOWLEDGE</b>            | <p>Understanding of:</p> <p>Children Act 1989</p> <p>Children Act 2004</p> <p>Care Act 2014</p> <p>Children and Families Act 2014</p> <p>Children's Homes Regulations 2015 &amp; Quality Standards</p> <p>Theoretical knowledge of Child Development</p> <p>Knowledge of Health &amp; Safety Requirements</p>   |

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| <b>BEHAVIOURS AND<br/>KENT VALUES</b> | <p>Kent Values:</p> <ul style="list-style-type: none"> <li>• We are brave. We do the right thing, we accept and offer challenge</li> <li>• We are curious to innovate and improve</li> <li>• We are compassionate, understanding and respectful to all</li> <li>• We are strong together by sharing knowledge</li> <li>• We are all responsible for the difference we make</li> </ul> |
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