

Residential Short Break Practitioner



Are you looking for fun, flexible work that fits around your life? Want to work for an inspiring charity making a real difference to the lives of disabled children and young people?

As a Short Breaks Practitioner, you will be working directly with disabled children, or young people and their families, to support them with their needs. This is an opportunity to develop your skills in a rewarding role, and gain a strong sense of achievement.

Read further to find out about whether this role is right for you.

For more information about KIDS please visit www.kids.org.uk.

Our vision is a world in which all disabled children and young people realise their aspirations, and their right to an inclusive community which supports them and their families.



Job Description

Overall Purpose of Role

The Short Breaks Practitioner will work with children and young people and their families providing a warm accepting environment where the physical, emotional, health, social, educational, communication, cultural and spiritual needs can be met.

The Practitioner is to provide residential respite care for children and young people with learning and/or physical disabilities, providing 1:1 support when required.

The direct work with the children and young people will also include providing practical and emotional support to empower them to develop skills and appropriate independence and enable them:

- To work effectively as part of a team
- To attend Centre based meetings as and when required.
- To attend review and planning meetings
- To visit children and young people's homes and schools for meetings.
- To work co-operatively with other team members and take responsibility for preparing reports and plans
- To make a positive contribution to staff meetings

Key Relationships

Internal and external

- Young people
- Parents / carers
- South Gloucestershire Children with Disabilities Team
- Local Special Schools
- Other KIDS Services.
- Multi-agency Professional Teams



Working Context

- You will be required to work variable/ unsociable hours which includes evenings, weekends, and bank holidays
- Occasional travel may be required
- Your role may be subject to an enhanced DBS check
- Your role may involve working in a regulated activity
- The position will entail direct contact of children and young people with learning difficulties, physical disabilities, behaviours that challenge and medical needs



Key Responsibilities

- To provide a range of support services for children and young people with disabilities and their families, including one-to-one and signposting to other services as and when appropriate
- To assist children and young people with personal and intimate care, when required, e.g. bathing, toileting, feeding, dressing, lifting in an appropriate and sensitive manner
- To carry out domestic duties, as required, including cooking, laundry, cleaning
- To consult and involve the child/young person in all decisions affecting them in whatever ways are possible and appropriate
- To develop a positive relationship with each child or young person, their main parent(s)/carer and any other significant others
- To demonstrate effective communication skills, verbal and non-verbal, written, listening and advocacy
- Update and complete portfolios and risk assessments, liaise with social workers as to progress, attendance at planning meetings and review
- To work in partnership with children and young people, promoting their voice and supporting their active participation in the design of the services
- To undertake other duties at the request of the Residential Short Breaks Manager or other senior managers, so far as they are compatible with the aims and level of the responsibility of the post





Key Responsibilities

‘The staff are really friendly and create a nice atmosphere to work in’ - Sarah, Assistant Practitioner

Safeguarding Policies and Procedures

1. To be familiar with and fully comply with all KIDS policies and procedures including child protection, safeguarding, health and safety, confidentiality and partnership.
2. To work within the standards required by relevant regulatory bodies.
3. To ensure that the safeguarding and risk for each child or young person is reviewed regularly.
4. To safeguard the health, wellbeing and safety of the children and young people, and if any concerns arise, to immediately report any concerns in line with KIDS policies and procedures.

KIDS is committed to safeguarding and promoting the welfare of children and young people and also expects for all staff and volunteers to share this commitment. All children and young people we work with must, at all times, feel safe.

Other Responsibilities

You are responsible for maintaining the confidentiality of materials from all systems both electronic and paper and you may not remove from the premises any hardware, software, files, photographs or data without written permission unless agreed by your Line Manager/ equivalent as part of the execution of your normal duties.

Sharing the responsibility for ensuring that the organisation stays in touch and synchronised across the country.

Maintain and update records

When required to attend inter-agency meetings to keep abreast of current news and information and to represent the Residential Short Breaks Service and KIDS as an organisation

To ensure familiarity with KIDS procedures and policy statements and to work within the Every Child Matters outcomes framework of the Children’s Act 2004 and to meet OFSTED Standards.

To undertake additional training as and when required.



Person Specification

Proven Ability

To be able to carry out this role it is essential that you have the following characteristics:

- Experience of working with children/young people or adults with disabilities
- Understanding of special educational needs and disabilities
- Able to demonstrate good written and oral communication skills
- Able to work on own initiative
- Able to support and motivate team members
- Able to establish good working relationships with children and young people
- Able to participate in recreational activities within Russell House and the community

Education/Qualifications





Person Specification

Desirable criteria

To be able to carry out this role it is desirable that you have the following characteristics:

- Knowledge of legislation relating to Residential care
- Knowledge of Child Protection
- Knowledge of Health and Safety
- Knowledge of Equal Opportunities

Desirable Education/Qualifications

- NVQ 3, Working with Children and Young People. (or equivalent)
- Commitment to undertake further training as required

Thank you for choosing KIDS. We look forward to receiving your application.