

# Practitioner



**Hours of work:** Part time, 30 hours per week

**Location:** Waterloooville

**Department:** Residential Short Breaks

**Full Time Equivalent (FTE) salary details:**

£15,551.98 per annum

**Advertising end date:** 26<sup>th</sup> February 2019

This is a permanent post. The hours for this role include some unsociable hours, with the need for flexibility to meet the needs of the service. Hours are on a shift basis.

As a Practitioner you will be supporting disabled children and young people and their families. This is a great 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](http://www.kids.org.uk).

**Our vision is a world in which all disabled children and young people realise their aspirations.**

# What We Do



KIDS are a national charity, founded over 47 years ago, providing a wide range of support services to disabled children, young people and their families. We support children with any disability from birth to 25 years of age. We also offer our support to the whole family with the aim of giving disabled children a brighter future.

*“Your involvement with my family has meant huge practical help during a difficult time. I think the key thing is that KIDS does stuff with and for the whole family, not just the child. I am sure that yours is the kind of service that helps prevent family break up as a result of the strains that a child with a disability brings.”*

We cannot change a diagnosis and we cannot cure but we can, and we do, make a very real difference to the lives of families with a disabled child through high quality, practical and tailored services delivered by dedicated professional staff. KIDS provides over 120 different services and works with 80 local authorities throughout England. **In 2017-2018 we supported over 15,000 disabled children, young people and their families.**

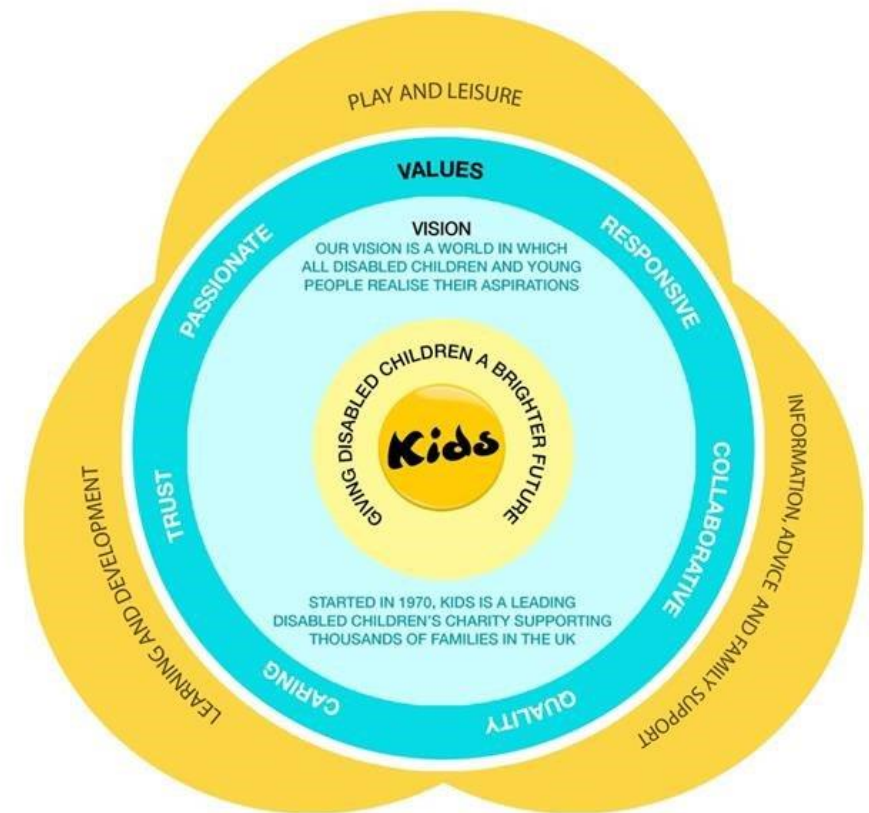
## ***Our values***

*We are passionate*  
*We are collaborative*  
*We believe in quality*  
*We are responsive*  
*We are caring*  
*We are trusted*

We are passionate about making a life-changing, positive difference to the lives of disabled children, young people and their families. Everything we do places the child at the centre of our support, our services then focus on providing care, which wraps around the child within their family.

To learn more about our corporate strategy, please visit  
<https://www.kids.org.uk/Pages/FAQs/Category/trustees>.

**Our values underpin the work that we do with children, young people, and families in three main areas of their lives — we call these our “circles of support”.**





# What You Can Expect



## Our services

KIDS was established in 1970 by John Mulcahy, a teacher who had become concerned about the development of a disabled child in one of his classes. Looking to improve communication with the child.

John turned to the child's mother for guidance. This sowed the seeds of working in partnership with parents and carers to enable disabled children and young people to develop their skills and abilities and to fulfil their potential, hopes and dreams.

KIDS are a charity which has pioneered a number of approaches and programmes for disabled children and young people. These include Home Learning (Portage), Parent Partnerships, Adventure Playgrounds and the inclusion of disabled children in mainstream educational settings.

KIDS has a rich history and vast experience of meeting the needs of disabled children and young people and families. Therefore, KIDS is well-placed to play a leading role supporting the development of policy affecting this important group in society.



## Our benefits

Here at KIDS we want you to know that you are valued, and that we are committed to your safety and wellbeing. Our benefits include:

- Access to KIDS Virtual College: our wide range of interactive e-learning training courses which carry CPD points
- NEST Pension Scheme
- Life Assurance after 6 months service
- Strong sense of achievement from doing meaningful work
- Generous holiday pay
- Extra week of holiday after 4 years' service
- 24 hour helpline to deal with safeguarding issues

**'Being given the opportunity to make a positive impact on a young person's life' - Ollie, Assistant Practitioner**

# Safeguarding



**KIDS Safeguarding Board acts in an advisory capacity to monitor and continuously improve safeguarding practices throughout the organisation. To read our safeguarding policies, please click on the links below:**

[Safeguarding Children and Young People Policy](#)

[Safeguarding Vulnerable Adults Policy](#)

[Disclosure and Barring Service Policy](#)

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

As part of our commitment to safeguarding KIDS has a safeguarding board with representatives from all parts of the organisation. The board meets regularly to review policy and practice as well as to disseminate learning and good practice. KIDS has a designated safeguarding lead at director and at trustee level.

KIDS follows safer recruitment principles and all staff and volunteers working with children, young people or their families have DBS checks, regular supervision and also safeguarding training.

We work closely with families and co-operate fully with other agencies to take all reasonable steps to minimise the risks of harm to a child or young person's wellbeing. We recognise that whilst not all risks can be eliminated, we must operate in an atmosphere of safe uncertainty. This means that children and young people must feel secure and safe in the face of reasonable risks, but should never be knowingly or unknowingly put in a position of significant harm or abuse.



# Job Description



## Overall Purpose of Role

The Residential 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 if 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.



## Key Relationships

- To work effectively as part of a team
- To attend regular team 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.
- Children and Young People
- Parents / carers
- Local authorities
- Local Special Schools
- Other KIDS Services.
- Multi-agency Professional Teams

## Working Context

- You will be required to work variable/ unsociable hours which may include evenings, weekends, and bank holidays
- You will be required to perform tasks as required commensurate with your grade and experience.
- Your role may be subject to an enhanced DBS check
- Your role may involve working in a regulated activity
- You will require a driving licence
- The position will entail direct contact with Children and Young People who have learning difficulties, physical disabilities, challenging behaviours and medical needs.



# Key Responsibilities

- To work in line with KIDS values/principles.
- 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, Manual Handling in an appropriate and sensitive manner.
- To carry out domestic duties, as required, including cooking, laundry, cleaning.
- To consult and involve the Child or 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 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, accompany senior members of staff to planning meetings and reviews.
- To work in partnership with Children and Young People, promoting their voice and supporting their active participation in the design of the services.
- Maintain and update records.
- When required to accompany senior members of staff to 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. To work within the Guide and to meet OFSTED Standards.
- 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.

To undertake and complete KIDS induction program within six months of employment.

To undertake supervisions on a monthly basis in line with KIDS policies and Procedures.

To undertake an Annual Appraisal, in line with KIDS policies and procedures.

To complete all KIDS E-Learning modules, within six months of employment and update these on a regular basis.

To complete Mandatory training to meet the needs of the Children and Young People i.e. Makaton, Manual Handling, First Aid, Team Teach and Epilepsy.

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 and Young People 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 Kids House and the community

## Education/Qualifications

Working towards Level 3 qualification Working with Children and Young People (or equivalent).

Commitment to undertake further training as required.







# 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.

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