

Care Support 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 Care Support 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.

What We Do



KIDS are a national charity, founded over 48 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.**

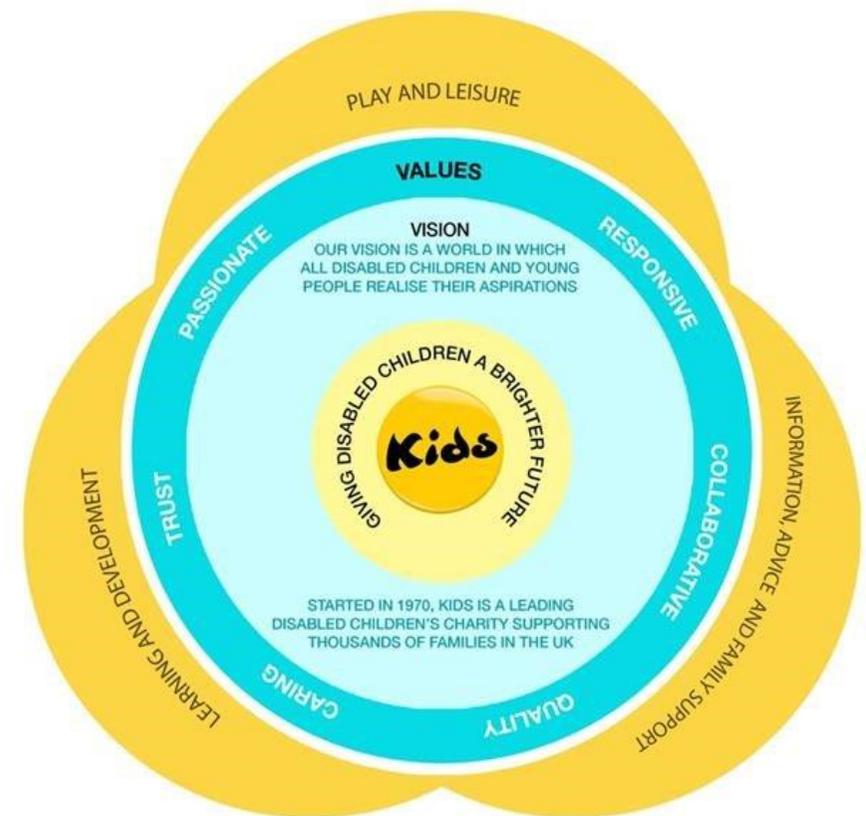
Our values

*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
- Employee Assistance Programme (EAP) to support with Health and Wellbeing
- Strong sense of achievement from meaningful work
- Generous holiday pay
- Work-life balance and flexibility in working
- 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 have a designated safeguarding lead at director and at trustee level.

KIDS follow 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.

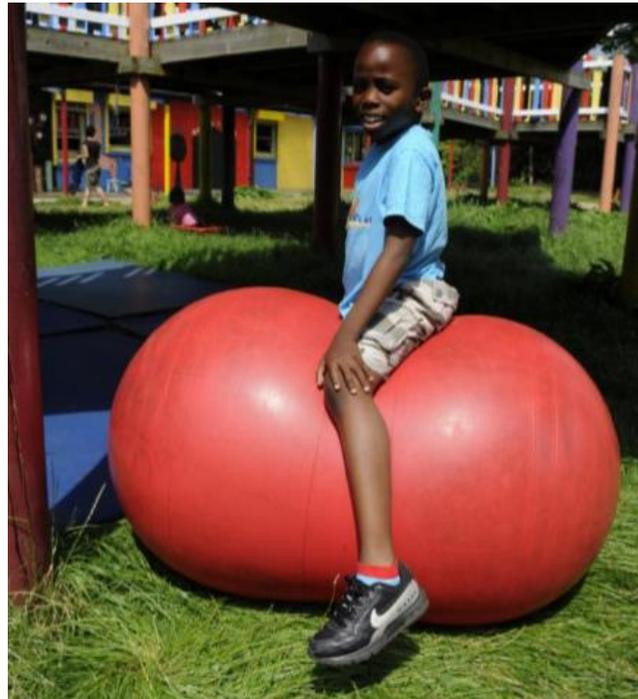
We work closely with families and co-operate fully with other agencies to take all reasonable steps to minimise the risks of harm to a child or young person's wellbeing. We recognise that whilst not all risks can be eliminated, we must operate in an atmosphere of safe uncertainty. This means that children 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

To provide high quality care that supports individual children and young people with disabilities, including personal care as detailed in their care plans. The care will be within their family homes and out in the community.



Key Relationships

- To work as part of the care support team.
- To support children/ young people to receive high quality care
- To establish and maintain positive relationships with children/young people and their families in a way that values everyone.

Working Context

- You may be required to travel between locations, and so the ability to travel independently to the identified activity/venue is essential. Your role may be subject to an enhanced DBS check.
- You will be required to work variable hours which may include evenings, weekends, and school holidays
- Being a car driver is essential to this post. 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.

Key Responsibilities



- To work as part of a team under the direction of the Care Support Coordinator Team
- To provide personal care in a sensitive manner as required in line with the Care Quality Commission guidance.
- To work in partnership with parents and carers.
- To ensure the social, emotional, communication and physical needs of each child/young person is met in a manner that is sensitive to the religious, cultural, linguistic and ethnic origins of the individual
- To use a range of skills to communicate effectively with all children/young people, respectful of individual communication skills.
- To liaise fully with the Care Support Coordinator team in relation to any changes or concerns with individual children/young people.
- To maintain accurate records of the care provided
- To follow the guidance of the individual's risk assessments.
- To keep abreast of any changes in children and young people's care plans.
- To be familiar with and comply with all KIDS policies and procedures including child protection, safeguarding, health and safety, confidentiality.
- To ensure that the safeguarding and risk for each young person is reviewed regularly.
- To report any concerns to the Care Support Coordinator team within agreed timescales.
- To ensure best practice is adhered to and KIDS policies/procedures are followed at all times.
- To participate fully in regular team meetings with the Care support Team.
- To undertake additional training, as and when necessary, both externally and internally to comply with KIDS requirements.





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.

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.

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.



Person Specification

Proven Ability

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

- The candidate should demonstrate a commitment to working in partnership with parents/ carers and have the ability to provide personal care which maintains the child/young person's respect and dignity
- Ability to communicate at all times with the child or young person with regards to the care being provided.
- Ability and commitment to work effectively as part of a team.
- The ability to listen, reflect and communicate appropriately and effectively with service users and colleagues.
- Ability to be pro-active and use own initiative.
- Understanding and competence in safeguarding procedures.
- Understanding of the importance of confidentiality and professional boundaries.
- Ability to keep accurate records.
- Fun and open minded attitude to delivering activities.
- Ability to work under pressure.

Education/Qualifications





Person Specification

Desirable criteria

Desirable Education/Qualifications

- The candidate should be educated to GCSE level or NVQ level 2 as a minimum.
- Whilst not essential, it is desirable if you have formal qualifications in a child care related subject, current first aid certificate, and current food hygiene certificate.

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