

## Senior Social Pedagogy Practitioner

### The details

<b>Role:</b>	Senior Social Pedagogy Practitioner
<b>Place of work:</b>	Sutton, London
<b>Hours of work:</b>	40 Hours per week
<b>Salary/Grade:</b>	£30,000 / Grade G
<b>Reports to:</b>	Registered Manager
<b>Level of screening:</b>	Enhanced DBS

- Are you an experienced residential care worker who is excited about working with young people?
- Do you want to work in a state-of-the-art children's home that is taking an innovative approach to residential care?
- Are you looking for your next career step with an organisation that will provide you with excellent training and support?

Lighthouse has reached an exciting point in our journey and we are looking for a fantastic, committed group of people to work in our first not-for-profit children's home.

### About Lighthouse

Lighthouse is a charity creating life-changing, education-focused children's homes to ensure that children in care have the same opportunities as everyone else.

We believe that children growing up in residential care should go on to achieve great things and lead fulfilling lives. We believe that social pedagogy, a focus on education, people and place is the best approach to supporting young people.

The Lighthouse team is driven by a shared commitment to creating empowering places where everyone has the opportunity to grow and learn. We follow our key values of Respect, Play, Difference, Empowerment, Curiosity and Excellence.

Lighthouse is a charity that sits within the Catch22 group of organisations, running independently on a day-to-day basis.

We have reached an exciting point in our journey - our team has been working to launch Lighthouse's first not-for-profit children's home, which will support up to six 12-18 year olds and is set to open towards the end of 2021. We are recruiting a diverse team of practitioners to work in the home, who have varying life experiences, skills and strengths. The skills and strengths we're looking for reflect what young people in care have told us are the things that are most important to them.

Difference is one of our core values, and we strive to take the broadest possible view of diversity. We value people from all backgrounds – by this we mean ethnicity, gender, age, and any other visible or invisible quality that makes you unique. We welcome that every person brings their own perspective and experience to our children’s homes, to contribute to our vision.

We hire for potential, so we encourage applications from people who feel they may not meet every aspect of the person specification. We welcome applications from people with lived experience of issues affecting children in care and their families.

### Your role

As a Senior Social Pedagogy Practitioner, you will ensure that children in our home receive the best care possible and have the same opportunities as everyone else. You will work closely with their families to strengthen relationships and help them to achieve their potential. You will support the manager and deputy manager to provide supervision, leadership and role modelling of best practice to the staff team and to develop a positive nurturing culture in the home. You will contribute to the monitoring, evaluation and development of the service and assist the manager and deputy manager in identifying opportunities for improvement and growth.

You will build strong relationships with young people on an individual and group basis. You will take a lead role with young people and the staff team in planning and participating in a programme of activities to support young people’s wellbeing and development. You will support them on their journey through their teenage years, help them figure out their future plans, and work towards their goals. You will help keep them safe and act as an advocate and role model for them. You will assist the manager and deputy in ensuring effective multi-agency working on behalf of young people and representing and promoting the service to external organisations.

We will provide you with comprehensive training, including leadership and management training, and support you to achieve professional qualifications in social pedagogy within your first two years of employment.

### About you

We are looking for people who are committed to working with young people in care, and want to encourage and help them to reach their goals. We are looking for enthusiastic team players, who have a positive attitude, a willingness to get stuck in, and the determination to make our first home a success!

We believe it is important that our first home has a family-feel and that we create an inclusive culture, so you will need to be a good listener and an active participant. We are looking for people who are kind and caring, honest and reliable, and can be good advocates and role models for our children. You will be responsible for safeguarding young people and put their safety and wellbeing first. You will need to find the balance between being warm,

friendly and supportive, while also being professional and acting as a good parent would to hold boundaries and put young people's best interests first. We want people who can bring fun ideas and activities to help better connect and form strong relationships with our young people, and enjoy going out and about in the community to explore new things together.

All of our children have varying needs, so you will need to be patient, understanding and empathetic to our children, and able to lead and role model best practice in working with young people's behavioural difficulties. You will be able to look beyond specific behaviours to identify underlying causes, and develop effective strategies for addressing these and supporting the staff team to do so. You will need to be resilient and to try again when there are setbacks. You will need to be able to adapt your approach depending on the situation, reflect and learn for the next time.

We are a new home, so we are looking for people who are committed to building up a new home and growing with us over time.

### **Safer Recruitment**

At Lighthouse we are committed to safeguarding all children and young people in our care. As part of our recruitment process we conduct rigorous checks and vetting of all applicants in line with legal and regulatory requirements, and best practice.

This post is subject to an enhanced Disclosure and Barring Service (police records) check, including overseas police checks where necessary. Please note that this post is exempt from the limitations of the Rehabilitation of Offenders Act, and as such all previous cautions and convictions will need to be disclosed as part of any application.

For further information about the process please go to: <https://www.gov.uk/dbs-check-applicant-criminal-record>

### **Roles and responsibilities**

#### **Working with young people**

- Establish trusting, empowering relationships with young people and provide practical day to day care for them in a loving and supportive way, which enables their growth and development.
- Organise, participate in, and plan shared activities and interests with young people to nurture their wellbeing, learning and growth, including going away on holidays with young people.
- Work with each young person to update and follow their care plan to reflect their changing needs and be proactive in working to achieve the aims of their care plan.

- Empower young people to learn about their rights, express their views and participate in decisions that affect them, and to promote participatory practice with the staff team and partner agencies.
- Support young people to achieve their educational potential, by working directly with them to support attendance and learning, and with other professionals to ensure they get the support they need.
- Take the role of keyworker in relation to individual young people, including overseeing all aspects of their wellbeing, development and care and taking responsibility as the lead point of contact for anybody connected with them.

### **Working with families, professionals and the community**

- Work in partnership with the families of young people, wherever possible, to strengthen their relationships and involvement.
- Build and grow effective multi-agency relationships with those providing services and support for young people and advocate on their behalf when necessary to ensure they receive the services and support they need.
- Proactively seek feedback and ensure effective communication with families and other professionals, including responding positive and professionally to complaints and sharing information with the manager, deputy and staff team.
- Assist the manager and deputy in managing the referral and assessment process for young people and overseeing keyworking responsibilities within the team.
- Encourage young people to fully participate in society by developing links with the local community and expand their social network.

### **Working in the home**

- Communicate effectively and role model best practice to the team to assist in creating a culture based on Lighthouse values and ethos.
- Maintain accurate records that are objective and strengths-based in relation to young people. Ensure records and reports written address the needs of young people and the requirements of Ofsted and partner agencies or other professionals.
- Take the role of shift leader, including planning and organising the shift team and daily activities and by being responsible for time management on shift and task completion to ensure an effective handover.
- Assist the manager and deputy in leading the staff team to ensure consistent quality of care, including participating in team meetings, reflective practice, preparation for inspections and learning and development activities including the supervision and induction and development of new staff.
- Work flexibly to meet changing demands and be willing to take on new tasks and responsibilities to ensure the safe day to day running of the home.
- Take responsibility for ensuring the health and safety of young people, the workforce and visitors to the home by maintaining a clean, safe and welcoming environment.
- Assist in the management of rotas and recruitment of staff to maintain appropriate levels of staffing at all times.

- Assist the manager and deputy to ensure sound financial management of the budgets, property, equipment and resources of the home and support the staff team to do so.

### **Safeguarding**

- Safeguard and promote the welfare of the young people living in the home, taking practical steps to ensure their safety. This includes identifying, recording and reporting any risk of harm or child protection concerns in accordance with policies, procedures and regulatory requirements.
- Be responsible for and support young people's physical health and wellbeing, including helping them access medical services, administering medication or first aid as necessary.

### **Professional development**

- Contribute to the assessment of training needs and development of skills and knowledge across the staff team.
- Participate in regular individual supervision, performance appraisal and reflective practice to continuously develop your knowledge and skills.
- Successfully complete all required training and be willing and capable to study and achieve Level 5 or 7 Diploma in Social Pedagogy.
- Be willing and capable to successfully complete training in the use of physical intervention and restraint with young people and prepared to use these techniques as a last resort to keep young people safe when needed.

### **Working for Lighthouse**

- Demonstrate integrity by promoting Lighthouse and Catch22's Equality and Diversity policy in all aspects of your work and actively challenge discriminatory and/or unethical practice.
- Promote and implement all of Lighthouse and Catch22 policies and procedures, within the relevant legislative and regulatory frameworks, including reporting to a line manager, or other appropriate person, malpractice, safeguarding concerns or evidence which may suggest it.

The duties as outlined in this job description are not exhaustive and may change from time to time due to the changing nature of the working environment. You are expected to carry out all appropriate tasks necessary to meet the needs of the service, or as may be requested by your manager.

<b>Senior Social Pedagogy Practitioner: Person Specification</b>			
<b>COMPETENCY</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>ASSESSMENT</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>	<ul style="list-style-type: none"> <li>• Qualification in Social Pedagogy or knowledge of the theory and practice</li> <li>• Other relevant qualification e.g. Level 3 or 5 diploma residential childcare, youth work, education, social work</li> </ul>	Application form
<b>KNOWLEDGE/ EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Minimum 18 months experience of working with young people or vulnerable groups in a residential setting</li> <li>• An understanding of the risks and issues facing young people in care and their families</li> <li>• Understanding of child and adolescent development</li> <li>• Knowledge and experience of child protection and safeguarding</li> <li>• An understanding of diversity and a commitment to working to create equality, challenge discrimination, respect human rights and create inclusive environments</li> <li>• Knowledge of the regulatory and inspection framework for children's homes</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of supervising staff in residential child or youth care or working with young people in care</li> <li>• Knowledge of children's rights and experience of supporting participation in activities and decision-making</li> <li>• Relevant lived experience of the issues affecting young people in care and their families, including being care experienced</li> <li>• Knowledge of adolescent mental health and therapeutic approaches including trauma-informed practice</li> <li>• Knowledge of child and adolescent development</li> <li>• An understanding of the national/local policy environment relating to children's residential care</li> </ul>	Application form Assessment centre
<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>• The ability to assess risks and put in place effective strategies for managing risks</li> </ul>	<ul style="list-style-type: none"> <li>• Experience, skills or interests in creative and practical activities such as cooking, sports, music, gardening, arts</li> </ul>	Application form Assessment centre

	<ul style="list-style-type: none"> <li>• Skills in de-escalating conflict and working with challenging situations and behaviour</li> <li>• Team work and communication skills to be able to work effectively as part of the team in the home and in partnership with families and other professionals and agencies</li> <li>• The ability to behave as a role model, make ethical decisions and take responsibility for ensuring young people’s care, needs and rights take priority</li> <li>• Ability to lead, motivate, supervise, support and develop staff to ensure high standards of care</li> <li>• Literacy and numeracy skills to be able to maintain accurate records, manage petty cash, write reports, understand policies and procedures and achieve training and qualifications</li> <li>• The skills to use IT systems and technology to be able to help young people learn how to be safe online, to maintain accurate records and produce reports evaluating progress</li> </ul>		
<p><b>OTHER</b></p>	<ul style="list-style-type: none"> <li>• Willingness and ability to achieve Level 5 or 7 Diploma in Social Pedagogy with Children and Young People and all requirements of Level 3 Diploma in Residential Child Care</li> <li>• The ability to commit to a variable shift pattern including early mornings, late</li> </ul>	<ul style="list-style-type: none"> <li>• An interest in innovative approaches to children’s residential care</li> <li>• Valid enhanced DBS registered with the online update service</li> <li>• A driving licence</li> </ul>	<p>Application form Assessment centre</p>

	<p>evenings, weekends, nights, long days, sleeping-in, bank and school holidays and lone working</p> <ul style="list-style-type: none"><li>• You must be aged 21 or over</li></ul>		
--	--	--	--