

## Job description

### Senior Residential Care Practitioner

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#### Role purpose

The Senior Residential Care Practitioner supports the emotional, social, educational, and physical needs of young people, ensuring that care provided complies with the Children's Homes Regulations 2015, Quality Care Standards, and Ofsted requirements. The post holder will be based in our Leicestershire Home, but may be required to work at other Inspirations Care homes when necessary.

Young people in our care present a variety of needs and challenges, requiring varying levels of support. Staff therefore work flexibly on a rota basis, including weekends, evenings and holidays to meet the needs of the service.

The Senior Practitioner shares joint responsibility with the Deputy Manager for the general management of the home, ensuring that care and operational standards are consistently met.

#### Accountability

Reports to:

- Deputy Manager
- Registered Home Manager
- Responsible Individual

#### Salary

- Starting at **£30'721.60** for candidates with the level 4 diploma in 'Children, Young People and Families'
- Starting at **£28'641.60** for candidates without the above qualification.

## Duties and responsibilities

### Direct care and support

- **Ensure every child/young person** has an assessed Care Plan developed in consultation with the young person, their family, social worker, or advocate.
- **Regularly review and update Care Plans** in line with assessed needs.
- **Work in a respectful, empowering, and child-centred** way to promote achievement, independence, and positive outcomes.
- **Act as a positive role model**, encouraging appropriate routines, boundaries, and pro-social relationships.
- **Provide purposeful, structured care** both individually and in group settings.
- **Stay up to date with current childcare practice**, legislation, and policy to ensure the highest standards of care.

### Staff and team responsibilities

- **Support the Deputy Manager** with day-to-day management of the home.
- **Ensure staff deliver care** to required standards and contribute to a positive, homely environment.
- **Help organise rotas** to ensure adequate staff cover in line with regulations.
- **Contribute to team meetings**, ensuring communication and actions are clear.
- **Supervise, support, and develop staff** through feedback and training opportunities.

## Home management

- **Oversee catering standards**, including menu planning and ensuring dietary needs are met.
- **Support the development of social, leisure, and educational** activities for young people.
- **Ensure the home is maintained** to required health, safety, and environmental standards.
- **Contribute to the home's Quality Management System**, ensuring quality certification is maintained.
- **Ensure accurate records, notifications, and reports** are completed in line with RIDDOR and regulatory requirements.
- **Assist in managing and resolving complaints** from children, relatives, or staff appropriately.
- **Maintain accurate records**, reports, and financial documentation as required.
- **Contribute to planning meetings**, reviews, and staff meetings.
- **Share and receive information effectively** to ensure consistency of care.

## Safeguarding and compliance

- **Undertake safeguarding responsibilities**, including acting as Designated Safeguarding Lead when delegated.
- **Ensure all care is delivered in line with statutory regulations**, Ofsted expectations, and organisational policies.
- **Promote equality**, diversity, and inclusion within the home.

## Specific working conditions

- The role operates on a rota basis, including early mornings, evenings, weekends, bank holidays, and sleep-in duties (additional payment provided).
  - Flexibility is required to cover shifts, sleep-ins, and emergencies at short notice.
  - A valid DBS check is required at all times, and any changes in circumstances must be reported to the Registered Home Manager.
  - A full UK driving licence may be required to drive company vehicles.
  - Staff must follow all health and safety guidelines, reporting any concerns promptly.
  - Carry out additional reasonable duties as requested by the Deputy Manager, Registered Manager, or Responsible Individual.
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