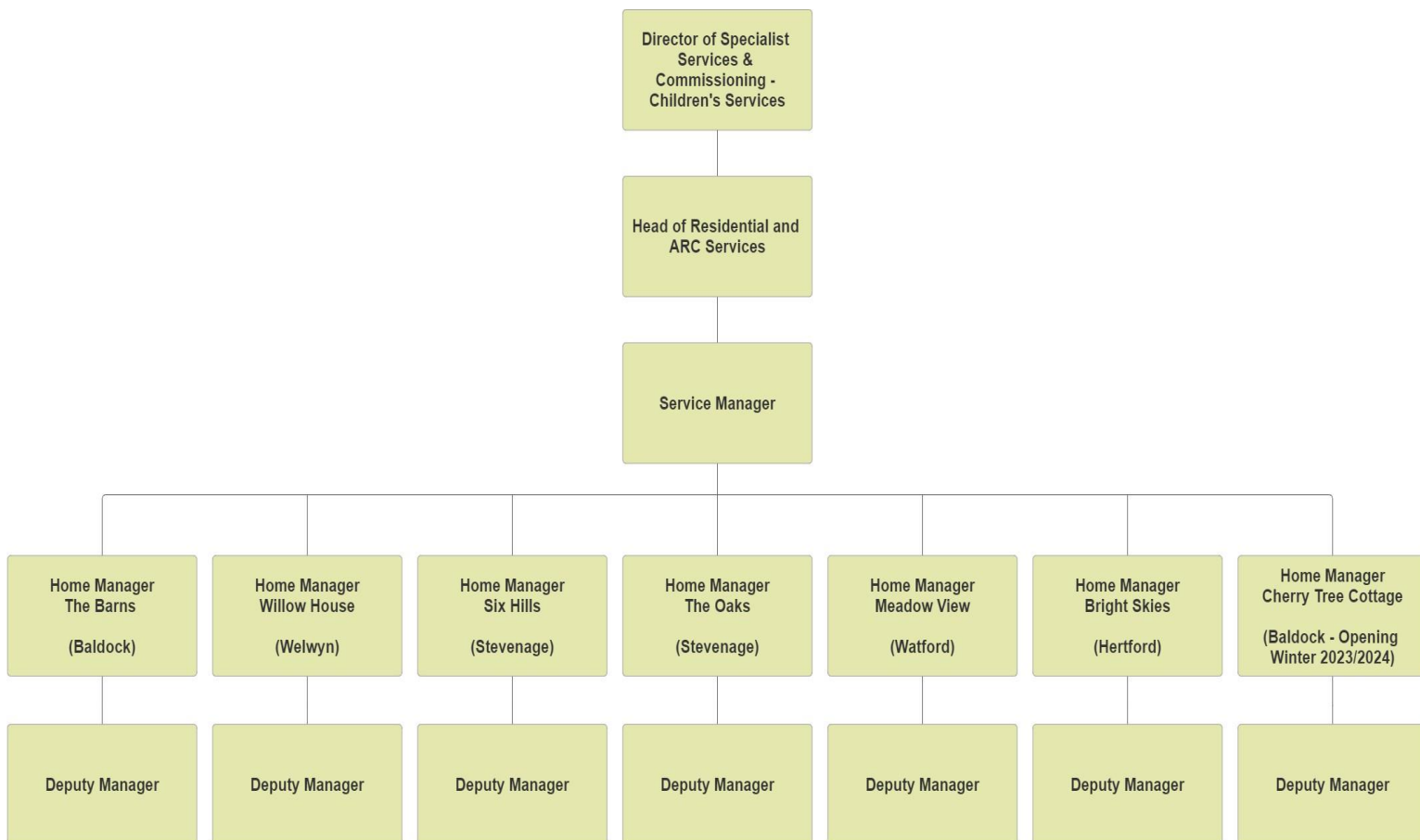


# Residential Child Care Worker Academy Information Pack



# Herts Children's Residential Services



We provide homes for teenagers who are not able to live with their families or foster carers. Made up of 7 homes across Hertfordshire, including 1 home specifically for disabled young people.

## Mainstream

We have five 4/5 bedded homes for children and young people with Social emotional and mental health difficulties (SEMH).

We have 1 specialist provision with 3 self-contained homes under one setting for 1 young person per home with a high ratio of staff

## Disability

Disabilities home for 6 young people aged 9-18 with learning and physical disabilities.

## ARC (Attachment, regulation, and Competency) Services

ARC Services are an additional service that sit under the same umbrella as Residential.

They provide therapeutic support for families with children and young people under the age of 18, working within the ARC framework:

### The ARC Framework

Attachment	Regulation	Competency
We support care givers to recognise cues and triggers and understand their child's emotions to respond with reflective listening skills; to implement clear consistent boundaries; and become aware of their own emotions in order to help manage their child's.	We help children identify their physical and emotional experience, thoughts and behaviours. They will learn strategies to manage arousal levels and express their emotions safely and effectively.	We help children develop problem solving skills to evaluate situations and make thoughtful decisions. We help them identify a sense of self, building on their values

ARC Services offer a variety of support packages. They will complete an ARC Baseline assessment to assess the appropriate form of support for each family. The service consists of 4 teams, all based in Welwyn Garden City but who work across the county. The teams are made up of specially trained ARC workers, systemic practitioners, psychiatrists, an education advisor, all who receive ongoing specialist training. The teams are:

#### Outreach Team

The outreach team provides an assessment of the family and offers an intensive support package of individual and family sessions over a period of a few months.

The team predominantly work with children at home to prevent placement breakdown. The outreach team work with children of all ages up to their 18th birthday.

#### The Lakes – Families Together Short Stays

Their residential home offers three beds for young people aged 12-17 living at home with birth or adoptive family, the young people are admitted under a Section 17 agreement.

The residential team offer two different packages of support which include:

- **Families Together programme** – Young people will be offered a tailored package of support which involves over-night stays and family support over a period of up to 6 weeks. We provide intensive therapeutic support from our multidisciplinary team for the whole family during this period.
- **Short Stay Service** - The residential team also offer a Short Stay service which includes sporadic overnight stays to compliment the outreach support for the family.

### **Rapid Response Team**

The primary aim of the ARC Rapid Response Team is to provide out of hours (evenings and weekends) support to families and young people at the point of crisis to reduce the likelihood of the children becoming accommodated or foster placements breaking down.

### **Harmful Sexualised Behaviour Team**

The HSB Team assess risk of HSB behaviours and provide interventions to prevent further risks.

## The Academy

The Residential Academy has been developed specifically to enable those who have not had the opportunity to train or work with children and young people in care but have had a passion to undertake this work.

The program has been put together to support and enable individuals to gain the skills and training needed to become excellent childcare workers. It is an intensive 6-month program that will offer trainees access to specialist training such as ARC therapeutic framework / NVR (Non-Violent Resistance) and Safeguarding etc.

Trainees will then have the opportunity to undertake work placements in two different homes within the service completing 3-month blocks in each of the settings. Trainees will be contracted to a 37-hour working week.

The program is designed to offer trainees foundation blocks needed to work with the children and young people to enable them to achieve all they can.

# Rewards and Conditions of Service

## Salary

The starting salary for the trainee Residential Care Worker is £25,583 per annum with 6% Market Unsocial Hours Allowance (MUSHA).

## Market Unsocial Hours Allowance (MUSHA)

The payment is made monthly. For newly appointed eligible employees their first payment will be pro rata from their date of commencement.

The payment is made as a separate non-consolidated sum and will be paid pro-rated for part time employees.

The payment will be subject to the normal deductions for PAYE and national insurance. The payment will also be pensionable.

For employees who leave HCC or move to a job role which is not eligible to receive the payment, their last payment will be pro rata up to the final day of employment or eligibility.

## Probation

You will only pass the 6-month probation by successfully completing the academy program which would include two successful placements and all relevant training.

Upon successful completion of the 6-month probation a long-term location will be decided based on skill set, needs of the service and where possible proximity of your current address

## Hours of Work

Your hours of work are required to fulfil the requirements of this post. The basic working week is 37 hours, including evening and weekend activities, which do not attract any compensation. The length of your working week should however be reasonable.

You would be expected to undertake weekend and evening work. You would not usually be required to work bank holidays as they would fall on study days (Monday) unless over Easter or Christmas if required.

## **Annual Leave**

The annual leave period runs from 1 April to 31 March each year. Annual leave is based on grade and continuous service and accrues from the first day of employment on a pro rata basis.

## **Job Family Levels 1 - 8**

Less than 5 years' continuous service – 25 days (185 hours)

Anniversary of 5 years' continuous service – 29 days (214.6 hours)

Anniversary of 10 years' continuous service – 30 days (222 hours)

## **Contractual Sick Pay**

Sick pay will be paid from the first day of sickness absence.

Long term sickness is a maximum of 6 months' full pay and then 6 months' half pay dependent on Local Government service. Following implementation, all employees, including new starters, will be entitled to occupational sick pay from the first day of employment. Currently new starters are only entitled to Statutory Sick Pay for the first 6 months of employment.

## **Duties and Place of Work**

Your working hours will be made up of training days and work placements. The training will be undertaken in Hertford and your work placements will be based in our Residential ARC Services which are countywide.

## **Superannuation**

The post is eligible to join the Local Government Pension Scheme.

## **Travel Costs & Lease Car Scheme**

The position you are applying for requires you to travel throughout the County and therefore must hold a full UK driving license and have an insured vehicle available to use to cover business mileage.

## **Policy on Smoking at Work**

In the interests of promoting better health for employees, the council has introduced a policy which prohibits smoking in the work place.

## **Equal Opportunity Policy**

The County Council actively promotes equality of opportunity in employment and service delivery.

## **Herts Rewards**

Working for Hertfordshire entitles you to a large variety of rewards and benefits. All non-schools employees of Hertfordshire County Council have access to the Herts Rewards scheme, which can be accessed from any computer or smart phone or via a telephone helpline.

For more information about working for Hertfordshire County Council please access the following link: <https://jobs.hertfordshire.gov.uk/home.aspx>