

Job description

Job title

Senior Community Support Worker (Positive Behaviour Support)

Hours

37.5 hours – full time

Worked on a 7-day rota with 2 days off and some weekend working. Earliest shift starting at 8am and the end of the last shift being 10pm.

Contract

Permanent

Role profile and grade

PCS30A – Grade 2, Point 4

Salary

Starting Salary - £29,108 per year from April 2025

Additional Payments

Enhanced pay for weekend shifts - 25% added to your hourly rate of pay.

Location

The service is based within Wythenshawe, Manchester however you will work supporting young people and families across Manchester.

Reports to

Registered Manager or Assistant Manager

Type of DBS required

Enhanced, Child & Adult Workforce & checked through both the Child & Adult Barred Lists (we will apply for this on your behalf)

Job purpose

To work as part of a residential care and community team undertaking the core tasks within the remit of the home to provide for the physical, health, emotional and social needs of the young people looked after, whilst preparing, enabling and assisting them to fulfil their individual care plans.

Safeguarding children and vulnerable people is a priority for all employees.

Nature of the Post

The postholder will be based at one of our Residential Services that supports young people with autism and/or learning disabilities. Employees should note, however, that they are employed by the Trust and may be required at some point to work at other appropriate Together Trust homes.

The individuals in the care of the Together Trust will have a variety of complex needs for which they will be varying levels of support which includes supporting some young people with their personal care needs. In order to provide the person-centred support, the staff team will work shifts allocated by the Registered Manager or delegated deputy, including weekends and evenings.

Several administrative hours will be spent attending meetings, staff meetings, supervision, annual appraisals, training and other people's reviews. In undertaking activities with the children/young people and on behalf of the home the postholder can expect to use the Trust's vehicle(s) based at the home.

However, the nature of the work of the Trust is varied and, in many instances, unpredictable. All staff are therefore expected to work in a flexible way and tasks that have not been covered in the job description have to be undertaken.

Whilst the Registered Manager will guide the work of the Senior PSBP there is an expectation that if the need arises the postholder will be able to deputise in the absence of the Registered Manager and/or Assistant Manager.

In order to progress to a more senior post, it is expected that the postholder will be able to demonstrate significant professional development, evidenced by a range of transferable competencies, and that they have the ability to enhance the professional development of other members of staff.

At all times, the postholder is expected to conduct themselves professionally, to work within the current legislative framework and adhere to the Trust's Policies and Procedures.

Key responsibilities

- Provide a caring, safe, secure and accepting environment that meets the basic physical, health, social needs and rights of the young people. This will include supporting less experienced staff via positive and effective team working, to achieve high quality standards of care that are set and agreed by the Registered Manager on behalf of the Trust. This work will aim to respect and promote the needs of each child arising from their racial, cultural and religious background.
- Participate to establish an enabling culture, which individually and in groups, actively promotes the young people's life chances to achieve optimal outcomes in line with the Quality care standards.
- Contribute to the development, implementation, monitoring and review of systems and policies which ensure compliance with legislative regulations and that high standards are achieved thus maximising quality of care, protection and appropriate control.
- Supervise and/or undertake key working responsibilities, including primary responsibility for the more complex cases, especially where safeguarding issues are involved.
- Develop, demonstrate, promote and maintain a good level of awareness of safeguarding issues, assessing and recording risk. This will include referring any safeguarding issues to the Registered Manager and incorporating consistent boundary setting into everyday practice in order to ensure effectiveness in the prevention and appropriate management of challenging behaviour.

- Make assessments of need and coordinate the formulation of plans to enable these needs to be met, taking into account the wishes and feelings of the young people, their parents and other persons with parental responsibility, and in line with legislation pertaining to children and young adults.
- Maximise educational opportunities and achievements for young people accessing the home by assisting in identifying, establishing, supporting educational provision and contributing to educational reviews.
- Supervise and undertake direct work that is designed to meet the young person's needs as identified within the care plan, enabling them to reach full potential. Particular attention should be paid to dealing sensitively with transitions and supporting the young person's significant relationship.
- Establish and maintain positive and productive networks with communities and other agencies to achieve optimal outcomes and to implement practices which foster positive working relationships with parents, carers, families and significant others.
- Contribute to the assessment and appraisal of team members using discussion, direct observation and a range of other methods in line with organisational policies and procedures to enhance performance and take responsibility for the continuing professional development of self and others.
- Promote a positive image of the Trust through professional presentation at meetings in clear, factual report writing.
- Take responsibility for the promotion of safeguarding and the welfare of children and young persons for who they are responsible for.

Other responsibilities

- Actively engage with the Together Trust's vision, mission and values.
- Commit to promoting equality, diversity and inclusion.

Additional information

The work at the Trust for those working directly with the service users can on occasion be physically demanding and employees must be able to undertake in full the requirements of the job and requisite training.

For the safety of staff and the service users, training will be provided to assist employees to carry out their role, specifically the Movement & Management of Loads & People, Emergency First Aid, Positive Behaviour Support methodologies, this will also include the completion of PROACT SCIPr and the completion of a BILD accredited positive behaviour course. Employees will be required to fully participate in all training.

Having a disabling condition does not preclude you from working for the Together Trust. However you should make the Together Trust aware of any adaptations required to enable you to undertake the work.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all our staff and volunteers to share that commitment.

The Together Trust is committed to equality and diversity, but is underrepresented in the work force by men, men and women from ethnic groups and people with disabilities. The Together Trust therefore welcomes applicants regardless of their racial, ethnic or national origin, religion or beliefs, disability, sexuality, age or responsibilities for dependents.

Please note, in order for the Trust to comply with the apprenticeship funding rules, it is a requirement of the role that the successful applicant must be able to evidence that

(1) they have the right to work in the UK without additional approval for more than 20 hours each week throughout the year and

(2) they have an eligible residency status for the purposes of the apprenticeship funding rules. In most cases this will mean that the individual needs to show that they have been "ordinarily resident" in particular countries (including the UK) at least 3 years before the start of the apprenticeship.

Person specification

You will need demonstrate the extent that you have the necessary requirements for this role. Please use examples in your application how you match the criteria in the person specification and your experience of the responsibilities outlined for the role.

	Essential	Desirable
Education, qualifications and training	<p>Level 3 in children, young people and families practitioner or equivalent.</p> <p>Significant childcare experience.</p> <p>Evidence of continuing professional development/willingness to complete Level 4.</p>	<p>DipSW, CQSW, CSS, NVQ Level 4 or equivalent, D32/D33.</p>
Experience and skills	<p>Working with statutory and voluntary agencies.</p> <p>Multi-disciplinary approach to meeting clinical, physical and emotional needs.</p> <p>Flexibility to respond to the needs of the unit and young people.</p> <p>Ability to motivate, supervise, and appraise staff, ensuring that training and development needs are met.</p> <p>Good communication and interpersonal skills, with a high standard of oral and written English – ability to write reports and chair meetings.</p>	<p>Working in other settings.</p> <p>Working families.</p>

	<p>Ability to plan and organize the staff rotas.</p> <p>Good organisational & time management skills.</p>	
Knowledge and understanding	<p>Understanding of the Children Act 2004.</p> <p>Child Development.</p> <p>An understanding of the issues affecting looked after young people.</p>	Quality Care Standards & ongoing legislation.
Other	<p>Passion to contribute to the development of services for children/young people.</p> <p>A current clean driving licence.</p>	Access to a vehicle.

Applications are welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status or socio-economic background. We are committed to making reasonable adjustments for disabled people. We positively encourage applications from those with lived experience.

