



Job Title: Therapeutic Community Support Worker
Reports to: The Registered Manager or designated line manager
Location: Penryn, Cornwall
Job Type: Permanent: 40 hours per week – Nights Ref: TCSW40NI
Permanent: 30 hours per week – Nights Ref: TCSW30NI
Salary: £10.25ph - £11.25ph DOE

Company

Sea Sanctuary is a well established, innovative and award winning mental health incorporated Charity based in Penryn, Cornwall. The Charity has supported young people and adults alike since 2010 and has supported hundreds of people back to positive mental health.

Using the setting of the sea, Sea Sanctuary's mission is to develop and maintain peoples' positive mental health and wellbeing through the medium of sail training and health education.

The Charity also has a land-based facility, Water's Edge, which delivers well-being improvement activities such as creative writing, art workshops and exercise classes. These activities are delivered to maintain and improve social interaction and connection.

THE ARC

Following a £1.72m grant from HM Treasury, Sea Sanctuary has been tasked to set-up and manage a 55m floating wellbeing centre which will support children in crisis, a service to offer a radically different approach to helping children and dramatically reduce the need to sign-post out of county for specialist support. Poles apart from conventional and failing approaches, the ARC will concentrate on improving the health and wellbeing of children on board by means of using a Therapeutic Community (TC) based approach. Our psychotherapeutic activities, combined with marine activities would allow the children to enjoy bespoke psychosocial activities, together with statutory support from local authorities.

Through an integrated model of care, promoting social inclusion and tackling antisocial and offending behaviour, our programmes aim to expand opportunities and help to improve the general health and wellbeing of the individual and their abilities to cope with the challenges of everyday life.

The Therapeutic Community

The team at Sea Sanctuary will concentrate on improving the health and wellbeing of the children by means of using a Therapeutic Community (TC) based approach, a concept which was developed in the UK in the 1970's including therapeutic intervention (e.g. Mindfulness, Compassion Focused Therapy), advice on health and nutrition, gaining qualifications/awards and stimulating physical activities such as water sports, outdoor pursuits and activities to support a therapeutic community.

Our approach to fostering a positive and caring environment is to create an environment that children experience as safe, accepting, stimulating and focussed on positive and active change.

Within the therapeutic community staff and children are treated equally as "community members", where members are encouraged to openly talk about any issues and support others who may struggle to express their thoughts, feelings and life experiences. All members contribute to the running and decision making within the service.

Therapeutic Community Night Support Workers (TCNSW)

Sea Sanctuary are recruiting for Therapeutic Community Support Workers to provide support to children with social, emotional and behavioural issues, ensuring their needs and development are met through an activity rich wellbeing programme whilst complying with Ofsted at all times and to establish a secure base.

The home will be offering a service to children who will have experienced serious disruption to their natural wellbeing in their early years. These negative experiences may have been related to emotional, sexual, psychological or physical abuse and as a result they will be vulnerable to the inevitable trauma resulting from these experiences.

The TCNSW will be pivotal in maintaining the therapeutic environment on-board and will support the children in line with their care plan and assessed needs overnight.

Hours of Work

Varied contracts – 40 or 30 hours per week

Shift patterns working between the hours of 22.00 and 08.00

Shift patterns will include a mixture of weeknights, weekend and bank holidays.

Responsibilities and Duties of the TCNSW

Support and develop the wellbeing of the children / provide effective safeguarding of the children in care

- To develop a positive, appropriate relationship with the children we support to enable change and emotional growth to enhance their quality of life
- To support a positive transition to and from the home for each individual child
- To promote a positive and supportive culture within the therapeutic community
- To support children overnight
- To be able to manage challenging behaviours and emotional support when needed
- To ensure the administration of medication as per a child's care plan (training provided)
- To support the child throughout their evening and overnight routines, encouragement to remain in bed and achieve a good nights sleep.
- To physically intervene if a child's behaviour is dangerous to themselves or others, in accordance with the child's care plan, procedural guidance and training and relevant legislation
- The successful candidate has a responsibility for promoting the welfare and safety of the children within the home
- Support the implementation and review of all risk assessments for individual children
- Work within the set support plans for each child to provide a consistent approach
- Support children to identify and work towards own goals and support them to achieve these
- Facilitate and support family contact and relationships where applicable
- Demonstrate a clear commitment to the inclusion of all children
- Respect each child's privacy, dignity and rights, as far as possible.
- Monitoring children overnight to include observations as detailed in individual care plans where applicable.

Administrative and domestic duties

- To undertake administrative duties as required e.g. (daily records, log books, daily information sheets, accident book, incident records, health and safety records, keyworker records etc.)
- To maintain a regular system of recording in connection with each child, to be involved in the implementation of care plans and to assist in the provisions of reports when required
- To participate in the development, implementation of individual children's care plans
- Undertake a range of normal domestic duties including cooking, cleaning, washing, ironing etc. with a focus overnight of deep cleaning areas of the service.
- This position involves some manual handling duties e.g. carrying shopping, loading and unloading washing machine

Other duties

- To carry out the duties of the post in a mature and responsible manner, seeking and receiving support as necessary
- Adhere to Sea Sanctuary's policies and procedures, relevant legislation and the Ofsted regulations for a children's home
- To maintain a safe environment complying with health and safety and other legal requirements
- To comply with the homes rules, policies and practices and to respond to emergencies which may arise
- Demonstrate commitment to undertaking professional development relevant to role such as training
- Participate in developing & maintaining a professional, empathetic approach which supports the development of the TC
- To undertake sleep-in duties as required
- Maintain confidentiality for all areas of the sea sanctuary and its work.
- Participate in regular supervisions
- Attendance at team meetings
- Promote positive image and the sea sanctuary's ethos

Job Requirements

<u>Personal characteristics, Skills & Abilities</u>	
An empathetic non-judgemental approach to children, families, professional & peers	<i>Essential</i>
Be an open and approachable person with a positive attitude	<i>Essential</i>
Have the ability to build good relationships with children's, staff and outside professionals	<i>Essential</i>
Strong communication skills	<i>Essential</i>
Confident and innovative in working in challenging situations, with the ability to remain calm when under pressure	<i>Essential</i>
Maintain strict confidentiality	<i>Essential</i>
Demonstrates a commitment to safeguarding and promoting the welfare of children	<i>Essential</i>
Experienced in using computer systems	<i>Essential</i>
Ability to work flexibly to meet the needs of the home	<i>Essential</i>
Reliable	<i>Essential</i>
Resilient	<i>Essential</i>
Motivated and willing to try new activities	<i>Essential</i>
Good physical fitness in order to engage within a therapeutic community / ability to undertake and pass Positive behaviour management	<i>Essential</i>
Driving license	<i>Desirable</i>

<u>Specific knowledge / qualifications</u>	
A Diploma in Children & Young People's Workforce or in Residential Care for Children & Young People is desirable or NVQ Level 3 Health & Social Care – Children and Young People (<i>or the ability and commitment to work toward gaining this qualification within a 2 year period</i>)	<i>Essential</i>
Experience as a children's Support Worker	<i>Desirable</i>
Proven experience of building positive relationships with children	<i>Desirable</i>
Have an interest in physical activity	<i>Essential</i>
Knowledge of legislation, regulations and guidance to children beneficial	<i>Desirable</i>
Knowledge of Child Protection procedures and practice	<i>Desirable</i>
Staff need to be aged 21+	<i>Essential</i>
Knowledge of mental health	<i>Desirable</i>

Other benefits include:

- Staff Wellbeing programme
- Training package and fully funded qualifications applicable to role.
- All meals provided on shift in addition to hourly rate
- Access to external supervisions
- Regular supervisions, reviews of career and training needs/aspirations
- Cycle to work scheme
- Employer contribution pension
- Annual leave plus 8 Bank holidays in lieu- variable dependant on contracted hours.

Application

To apply, please download the application pack on our website. If you are unable to access, please email kim@seasanctuary.org.uk or call the Sea Sanctuary office on 01326 378919, stating the reference number of the position you wish to apply to.

The closing date is 20th November 2018 with interviews to be held w/c 26th November 2018.

Successful applicants will commence on a two week induction period on 7th January 2019