



Llamau

Imagine a World Without
Homelessness

Registered Children's Home Residential Childcare Workers Vale of Glamorgan

Introduction



Thank you so much for your interest in Llamau, this post is a key and integral one in Llamau. As a homeless charity focussed on ending homelessness, Llamau is driven and determined to achieve our mission.

Llamau has developed different models of support to ensure that we can address the issues of homelessness for every individual. We have ensured these different approaches have been developed with the young people and women we are privileged to work with, listening and learning from the experts by experience. We aim to amplify their voices and ensure they are heard. Our approach has resulted in a partnership with the Vale of Glamorgan Council to set up and develop our very first Registered Children's Home expanding the excellent work our teams are delivering to a slightly younger age group!

As a Residential Childcare Worker for Llamau's first Registered Children's home you will be delivering support within a psychologically informed environment, providing a home which embodies Llamau's values and supports our young people to achieve their potential.

You will ensure we maintain excellent relationships with key partners and key people involved in the young people's lives this may include but is not limited to, parents, family members, social workers, schools, healthcare providers and CAMHS. As an organisation we are passionate, creative and driven, we need Residential Childcare Workers with the same attitude.

As part of #TEAMLLAMAU, no day will be the same. Whilst your focus will be on the young people and creating a place to call home, you will also be part of the Llamau organisation and will work closely with colleagues across Llamau doing whatever it takes to get the job done.

Llamau is committed to its people. Without them we can't achieve our goals. We have some of the best colleagues you'll have ever worked with, flexible working and the best support. We do this because we believe in people and we are relentless in our pursuit of achieving equality for the young people living within our homes.

We need the right person, the people we are privileged to support need the right person, are you the right person? If you think that maybe you are, we very much look forward to meeting you!

Sam Austin
Deputy Chief Executive



About Llamau

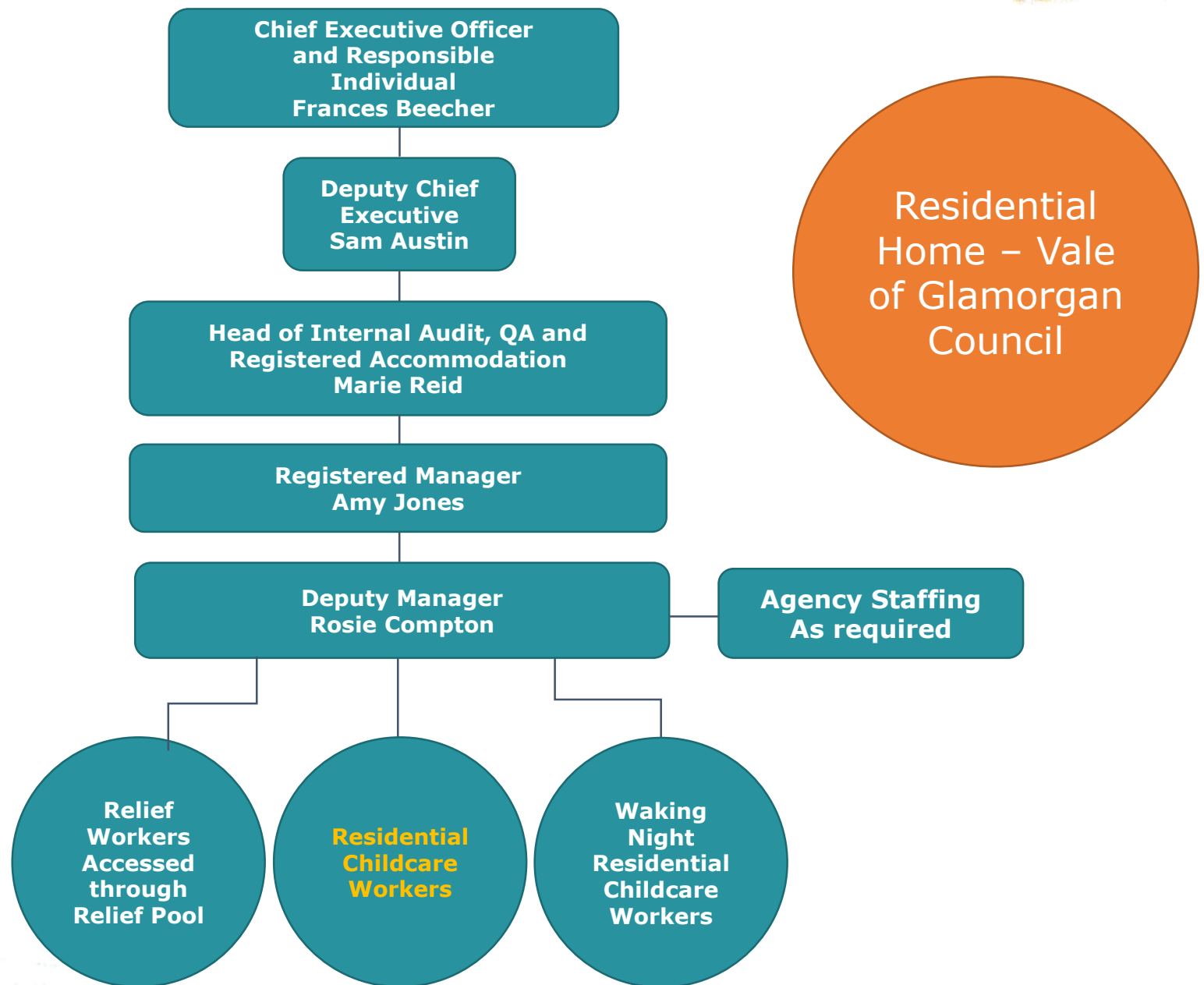
Ending Homelessness, Changing Futures

Here at **Llamau** we are change makers. We are on an unapologetic mission to end homelessness and domestic abuse in Wales.

We Respect the gift of individuality in our colleagues and the people we support. **We Listen** and **We Learn** at every opportunity. If someone needs help, **We Encourage** and **We Don't Give Up**.

You will not just be a colleague, you'll be a stakeholder.

Working here is more than a job. We are family. We are **Llamau**



Our Values



We are a values-led organisation which puts the people we support at the heart of the organisation.

Our values mean that we can offer the highest quality support and empathy. Our values are:

We Respect

Llamau has a genuine respect for the people we support. We listen to and learn from them every day. This ensures that our relationship with every individual is meaningful and our services are effective and successful.

We Listen

All Llamau colleagues are in constant consultation and dialogue with the people we support, so that we can be there when we are needed. All work is undertaken with the people we support taking full account of their views and priorities.

We Encourage

Llamau encourages positive involvement and full consultation of the people we support in the services that they receive.

We Learn

Llamau is totally committed to continuous improvement. Llamau has developed a comprehensive monitoring system, which evaluates all of its services. Each service is monitored and evaluated, as is each project. Performance indicators also play a part in evaluating the projects and the organisation to ensure that we add Value to our services and Best Practice guidelines are fully met.

We Don't Give up

Llamau recognises that too often the people we support are perceived as failing when services cannot be tailored to meet their needs or when they are not ready or able to maximise the opportunities open to them as a part of the support and training services that are offered to them. For this reason Llamau will continue to offer services to the people we support regardless of their previous actions unless these cannot be offered without prejudicing or putting other service at risk.

Job Description

Job Title:	Residential Childcare Workers
Responsible to:	Deputy Manager
Responsible for:	Supporting and key working young people within a Llamau Residential home, delivering high quality and bespoke 24-hour care to young people who are looked after.
Salary:	<p>£25,788.25 per annum (Unqualified) Which includes £12.21 per hour (day rate) and £56.47 per night (sleep in rate)</p> <p>£28,035.25 per annum. (Qualified) Which includes £13.44 per hour (day rate) and £56.47 per night (sleep in rate)</p>
Working hours:	Average of 35hours per week, with approximately 5 sleep in's per month*
Location:	Barry, Vale of Glamorgan
Contract:	Full time, permanent
Annual leave:	Starting entitlement of 5.2 weeks, increasing annually to a maximum of 6.6 weeks, plus bank holidays
Probation:	6-months
Benefits:	<p>8 % pension (2% contributory) after qualifying period.</p> <p>Use of a blue light card and its many benefits.</p> <p>Professional Development opportunities.</p> <p>Meals on shift with young people.</p>

*working hours will be a four-weekly total of 140 hours

Purpose of Job

To provide young people aged 14 plus with excellent care and support within the home. Ensuring high levels of emotional and physical care, appropriate activities, as well as a comfortable, safe and supportive environment are provided to the young people who live within the home, which will be registered with Care Inspectorate Wales (CIW)

Support the young people to build and manage relationships with their families, and others, as well as working with a range of external partners/services, to ensure that the young people receive the best possible standards of care and opportunities whilst living within the home.

Key working responsibilities with the young people using Psychological / trauma informed practice to provide a child-centred, kind and empathic approach to support being given.

Recording and evidencing all key work activities in line with both Llamau and CIW requirements. Supporting the Registered Manager and Deputy Manager to manage key areas of risk, including highlighting and escalating health and safety, and safeguarding concerns, and providing compliance information where required.

To build a warm, welcoming and non-judgement home for young people to feel empowered, nurtured and thrive.

Principles and Values



As a values based organisation we expect all colleagues to embody Llamau's values at every opportunity and in their day to day work. Some examples of how this will be included within your role are below:

- Engage with young people at every opportunity, building trusting and respectful relationships with them. Get to know the individual, their strengths and challenges, and seek to understand how you can support them most effectively.
- Provide support flexibly, to ensure the maximum chance of each individual engaging in the support available. e.g. offer support to them when they are open to it and available, and give space when it's needed.
- Engage with and support young people in a strengths based, person centred way empowering them in working towards and achieving their goals and objectives, including those identified in their support plans or sessions, understanding the impact of previous trauma and providing support in a psychologically and trauma informed way.
- Work in partnership and liaise with the wider team and other multi-agency professionals to remove any barriers to young people , achieving this through identification of the best person to provide that support at the time it is required through the development of the team around the child / young person.
- Consult with and encourage young people to participate and collaborate in all elements of the operational delivery within the home and in making any adaptations or changes to the home including the delivery as well as the building.

Main Duties



- Provide a comfortable, homely environment that delivers high quality care and support to our young people, empowering and enabling them through a multi-disciplinary approach to meet their individual needs in line with their care and support plans and psychological formulation as available.
- Working in a way which delivers a psychologically informed environment at all times, enabling young people to build on their strengths, experience and understand their past histories in order to move forward. Engaging with the available therapeutic and psychological expertise available to ensure all care and support is delivered in line with the identified and assessed needs of the young people.
- Ensure young people are provided with choice and a range of options in relation to their day to day lives including activities within the home and the community, attending events, encouraging positive hobbies and interests. Also, ensuring a range of healthy and nutritious meals and snacks are available and that young people are involved in meal planning and preparation of food wherever possible.
- Ensuring the voice of the child is heard while working within a multi-disciplinary team. By building positive rapports with the young people through effective key working.
- Complete Risk Assessments in partnership with young people, and regularly updating support plans and risk assessments, in accordance with the policy of Llamau. Share risk information as required, and appropriate including prompt updates following incidents, to protect everyone involved.
- Ensure support for young people is provided around a “best futures” methodology, encouraging them to attend formal education, attain key qualifications such as GCSEs and supporting them to work towards a financially independent future. Supporting young people to manage their pocket money and other disposable income in a way that gives them control and independence, and encourages good long term spending habits.
- Monitor and respond promptly and appropriately to issues around safeguarding in accordance with procedures e.g. knowing when to report young people as ‘Missing’ using child-centred protocols, contacting for further advice / On Call, or Police for immediate & significant safeguarding concerns.
- Ensure that young people feel welcomed and comfortable in the home, and enabled to treat the house as their home. This includes a full introduction to the team, the environment and the wider community.
- Supporting young people to live well with other young people in the home, so that the atmosphere is as informal, safe and as psychologically informed as possible

Your Role

Your role within the team.

- Completion of tasks allocated at handover within and outside the home, including the facilitation of access to education, extra - curricular activities, and family visits where appropriate.
- Attending Team Meetings with other colleagues. Ensuring effective communication of all relevant information received in relation to young people.
- Ensure a smooth transition between shifts in handovers, including relaying critical information.
- Attend & participate in all support and supervisions including line manager 121's, reflective practice and appraisals.
- Working as part of #TEAMLLAMAU as well as the team around the child, Multi-disciplinary team and the team within the home.
- Key working responsibilities, ensuring the voice of the child is heard and updating risk assessments, personal plans and targets as and when needed.

Your role within the home.

- Take responsibility for the upkeep of the home including the cleanliness and comfortable homely presentation.
- Report all maintenance issues to the appropriate people.
- Ensure that file notes are appropriately updated and stored in the home, and are available for planned and unplanned visits and inspections internally and externally.
- Ensure that medication is safely stored within the home and that where medication is managed/administered the relevant legislation is adhered to. Including completion of meds training, MAR sheets and appropriate disposal of medication.
- Complete Health and Safety checks as well as reporting and monitoring of issues that occur.
- Grocery shopping for the home and young people, encouraging young people to be involved and teaching them life skills.
- Cooking family meals for the young people and colleagues on shift, Encouraging young people to be involved, providing them with choices while promoting a healthy balanced diet.

Your Role

Your role within the organisation.

- To positively promote and represent the interests of Llamau to young people, partners and neighbours and to always conduct yourself in line with the Code of Conduct.
- Comply with all Llamau's policies and procedures
- To register with Social Care Wales (SCW) within 6 months and to maintain registration by completing a QCF Level 3 health and social care qualification, within the specific time frame set out by SCW.
- Commit to Continuing Professional Development including the Induction, Core Competency Training program, and other opportunities that are identified.
- Actively engage in events and meetings that seek to develop or promote the ethos of Llamau.
- Any other duties as reasonably requested.

How we will support you within your role.

- We will support you to reach your potential within your role through Psychologically led and informed reflective practice sessions in addition to standard support and supervision.
- We will provide you with meals on shift where you will eat with the young people and become a part of their home.
- We are passionate about nurturing talent, our senior leadership team includes colleagues that have progressed through the business from entry level roles
- You will have the opportunity to gain additional qualifications as well as be trained by a multi-agency team of professionals.
- Enhanced Group Pension Scheme of 10% contributions (after qualifying period)
- Cycle to Work and Eye care voucher scheme
- Business mileage: £0.45 per mile
- You'll also have free access to an internal wellbeing and counselling team

Person Specification

Essential

Education

- Current or expectation to register with Social Care Wales.
- QCF level 3 in health and social care (children and young people) or equivalent or willingness to work towards within time period set by Social Care Wales.

Experience

- Experience of working within safeguarding frameworks.
- Experience of understanding the impact of trauma on children and Young People.
- Experience of effectively managing risk in a responsive, but calm manner.
- Experience of working in a psychologically and trauma informed environment.

Knowledge and Skills

- Ability to key work, and engage with a number of young people who have a complex range of support needs.
- Able to communicate effectively in writing and verbally, using appropriate tone and use of language.
- To work on own initiative and under pressure, organising & prioritising work to meet deadlines.
- Ability to build and maintain relationships.
- Basic IT skills, Microsoft word, excel etc.
- Work within the ethos of Llamau and its policies and procedures
- Work within Health & Safety at Work regulations

Personal Qualities

- Committed to work in a young person centered way
- Ability to work constructively as part of a team
- To communicate appropriately and in a non-judgemental way with young people
- Being able to demonstrate commitment to Llamau's values.
- To promote independence and self-esteem whilst being an positive role model for young people.
- To engage young people who are non-engaging, using innovative techniques.
- Professional approach which includes strong professional boundaries.
- Committed to reflective practise and striving for continuous improvement.

Person Specification



Other

- Full UK driving licence.
- This vacancy is open to those over the age of 22 only (Exempt under the Equality Act 2010, pursuant to schedule 9, Part 1).

Desirable

Education

- Good level of education.

Experience

- Experience of successfully liaising with a variety of agencies.
- Using Information Systems/Databases & evidencing outcomes

Knowledge and Skills

- Knowledge of the management of situations that may lead to violence or aggression, de-escalating techniques, use of PACE, etc.
- Welsh speaking abilities.

A photograph of a woman with short blonde hair and a young girl with long brown hair sitting on a dark wooden park bench. They are facing each other and appear to be in conversation. The woman is wearing a dark blue t-shirt, and the girl is wearing a white sweater. They are outdoors, with lush green trees and foliage in the background. The lighting is soft, suggesting it might be late afternoon or early morning.

To Apply

All applications are to be completed and submitted online.

As our very first Registered Children's Home this is an exciting opportunity to be involved from the beginning. To be able to support Llamau in providing a warm and welcoming home for the young people we are supporting.

Bringing our Psychologically informed environment to life and making an incredible difference to young people aged 14-18 years of age who are looked after by the Local Authorities' Children's Services department.

We are focused on outcomes for our young people and achieve this by being a value based organisation and providing a supportive environment, focused on compassion and wellbeing for all our colleagues.

If you think you are the right person to come on this journey with us, would like to join #TEAMLLAMAU and would like an informal discussion about the role, please get in touch!

Marie Reid – Head of Service

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