

# **Young Futures – Yvonne House Therapeutic Residential Key Worker**

**Job Pack 2019**



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## Overview

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### Who we are

At Young Futures we're passionate about delivering the highest standard of services to help transform the lives of young people in care. Our offer is a holistic package which includes aspirational accommodation, 1:1 keyworking support, 1:1 therapy and group therapy. Our approach is premised on the substantial and growing evidence that developing social and emotional capabilities supports the achievement of positive life outcomes, including educational attainment, employment status and mental well-being. The difference we make is evidenced and articulated in the outcomes we are capturing and the stories told by young people, our staff and our Local Authority customers.

### Our track record

We strive to be the best we can be, scoring outstandingly on quality and performance indicators in all Local Authority service reviews – in Lewisham's last review and in Southwark (2015-2018) we were ranked number one provider and described as 'exemplary'. Across the Tri-Boroughs, Young Futures is ranked first of five for specialist provision. Southwark's 2017 Quality Inspection Report (rating 'Outstanding') commented of Yvonne House (our residential unit) that "...the level of service is really the gold standard. It is difficult to see any area where this provider could add more value."

### The context and approach

Young people in and leaving care remain less supported than their peers and live with a far greater weight of responsibility acceptable for their age, and far less care acceptable for the experiences they have endured. As a result, their outcomes remain lower, and Young Futures aims to change that by delivering bespoke, high-quality, evidence-based and co-produced support and accommodation. At Yvonne House we see 'challenging behaviour' as a communication of un-met need, and an appropriate response to trauma, neglect and abuse. We work with young people and staff to create safety and stability and aim to understand and work with behaviours that many placements struggle to hold. Our focus on safety, creativity and dedicated group and 1:1 spaces for each young person to be thought about holistically and therapeutically, means that the young people are given the chance to heal, develop, aim high and transform.

### Do you have..

- A commitment to making a difference to young people in the care of Local Authorities.
- Relevant experience in working with young people with complex needs
- A proven track record of achieving targets and positive outcomes
- An ability to understand, recognise and respond appropriately to risk

### **Young Futures offers:**

- Good salary and benefits package (including a well-being fund for all staff)
- 5 weeks paid annual leave
- Professional development and access to extensive training opportunities
- Monthly structured supervision, group supervision and excellent support
- Opportunities to be involved in service development and, most importantly, help

Young Futures is committed to safeguarding and promoting the welfare of young people and expects all staff to share this commitment. An enhanced DBS check will be required for this post.

The deadline for the submission of completed Application Forms is **9am on Thursday 11<sup>th</sup> April 2019**. All applications should be sent to [laura.chatterton@youngfutures.org.uk](mailto:laura.chatterton@youngfutures.org.uk). Please note, CVs will not be accepted.

If you'd like to discuss the position prior to applying, then please call Yvonne House Managers; Rosalind Shaw (07508988736) or Jessica Dickens (07949376091).

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## **The Role**

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**Job Title:** Therapeutic Residential Key Worker

**Location:** Yvonne House on Wandsworth Road

**Salary:** £26,400 (+ Staff Wellbeing Fund, Travel and Benefits)

**Hours:** Full-Time (on a 4 week ROTA pattern including some evening and weekend work)

**Responsible to:** Residential Manager

### **Job Purpose**

You will help and support young women aged 16-21, leaving the care of the local authority training studios in our therapeutic 9-bed female only unit Yvonne House.

You will co-keywork a maximum of two young people, and lead on an area of specialism

### **Key Responsibilities**

1. Ensure that Young Futures policies, procedures and values are adhered to at all times, (eg. Professional boundaries policy, health and safety, risk management procedure etc.).
2. Keeping the relationship with the young people at the heart of the work by adopting and encouraging a person-centred, therapeutic / attachment-based approach to all aspects of work in Yvonne House (eg: Understanding of Attachment Theory, trauma-informed working, Motivational Interviewing, CBT, Wellbeing Practice etc.).
3. Take the lead on an area of specialism based on your interests and the needs of the unit.
4. Plan and deliver a range of 1:1 sessions to meet the needs of individual young people and look to develop life and social skills (including self-care, communication skills, confidence and self-esteem and future aspirations, budgeting, money management, emotional well-being, etc.)
5. Organise and lead on group work activities with young people. Support the development of an interactive and engaging programme, with regular reflection and evaluation of its progress.
6. Support and where appropriate, assist service users to maintain a healthy living environment by keeping their training studios clean, reporting maintenance, understanding and following the rules of their Young Futures' contract.
7. Continually assess for changing needs and risks of all the young people living at Yvonne House. Ensure relevant actions, safety plans and therapeutic thinking is carried out in response to safeguarding concerns.
8. Assisting with the response to, recording and reporting of incidents and accidents.
9. Contribute constructively and thoughtfully to the handover by writing relevant and useful information, as well as engaging in therapeutic thinking with your colleagues at the beginning and end of shifts.

10. Keep up-to-date knowledge about education, employment and training opportunities and address any barriers through 1:1 key-work, with the aim of increasing engagement with EET activity.
11. Provide access to quality arts, sports and cultural activities and events and encourage service users to try new things.
12. Support young people to express their views, develop positive relationships and contribute to Young Futures services as well as their wider community
13. Keep accurate, timely and secure records in the form of weekly progress and development reports, LAC reports, incident reports risk assessments, outcome star needs assessment, key-work tracking
14. Prepare for and attend meetings such as placement meetings, college meetings and other professional meetings according to the needs of the young people.
15. Build positive relationships with stakeholders including social workers, neighbours and other professionals involved in the support of young people on your caseload.
16. Preparing training studios (set up kits, maintenance, professional cleaning) to ensure that service capacity is maximised

## Person Specification

If you think you meet the requirements below and are passionate about improving the outcomes for young people, then we would welcome and encourage your interest.

*We particularly welcome those who have applied previously or are studying Postgraduate qualifications.*

<b>Qualifications, Skills and Abilities</b>	
<b>Knowledge</b>	<ol style="list-style-type: none"> <li>1. Up-to-date knowledge on safeguarding children and young people and London Child Protection Procedures.</li> <li>2. Good understanding of the importance and limits of confidentiality.</li> <li>3. Good understanding of health and safety requirements as they affect working with young people in a 24 hour residential setting.</li> <li>4. Good understanding of emotional, social and practical outcomes for Looked After Children.</li> <li>5. A general understanding of the principles of at least one of the following: Cognitive Behavioural Therapies; AMBIT (Mentalization); Drama Therapy; Art Therapy; Motivational Interviewing; Key Working; Life Coaching.</li> <li>6. Understanding of Child Sexual Exploitation, Mental Health, Benefits and Independent Living Skills</li> </ol>
<b>Qualification &amp; Experience</b>	<ol style="list-style-type: none"> <li>7. A degree level qualification or working towards one</li> <li>8. A minimum of 2 years' experience, whether voluntary or paid, in working face to face with young people, especially with those that are hard to reach</li> <li>9. Proven track record of achieving targets and positive outcomes</li> <li>10. Experience of planning and delivering key working sessions/life coaching/teaching/tutoring.</li> <li>11. Use IT - able to use the basic desktop functions (MS Office) and appropriate technology to do the job.</li> </ol>
<b>Other Requirements</b>	
<b>Valuing Diversity</b>	<ol style="list-style-type: none"> <li>12. Value people, their diversity and contributions – treat everyone fairly with respect and dignity and respond sensitively to differences; being approachable and actively co-operating with others; encouraging participation.</li> </ol>
<b>Other</b>	<p>A satisfactory attendance record (normally less than 5 days absent in a year) but taking into account individual circumstances.</p> <p>An enhanced level DBS check that is satisfactory to us.</p>

