



### **Our Vision**

**Life is great for children and young people**

### **Our Mission**

**Provide a range of support services for children and young people who have not had a fair deal in relation to housing, homelessness, mental health and participation**

### **Our Ethos**

**We need each other to make life work**

### **Our Values**

**We make our own choices**

**We take risks**

**We make mistakes and learn**

**We recognise our differences and challenge judgments**

## **Introduction on MACS Children's Therapeutic Community:**

MACS have established a Therapeutic Community (home) for 3 children aged between 6-13. The home is situated in a rural setting approx. 15mins car journey from Belfast. It is anticipated that the first intake of children will be January 2019. The children referred have complex needs and do not fit into mainstream children's homes or foster care due to their at times extreme behaviours.

This is an exciting opportunity for MACS to introduce something brand new and ground-breaking in Northern Ireland. We have done extensive research into the needs of these children, both in taking into account the views of young people who have been through the care system and from professionals working in the field.

We try to use words that the children will understand – that are jargon free.

The Grown-Ups team is multi – disciplinary, drawing on skills from Social Work, Teaching, Occupational Health and Psychology.

Sensory processing, Trauma and Attachment will underpin all interventions with the children.

We will be using the Just Right State model which facilitates the process of self-regulation through the use of sensory activities, food and an enriched environment. The model is based on the principle that when somatosensory based experiences are incorporated into daily life routines, it enhances the capacity to remain regulated in activities that are normally challenging for the child.

In order to emulate a family environment and to provide vital consistency, love and safety the House Parents live in the home for 5 consecutive 24 hour periods followed by the same off i.e. 5 days on and 5 days off.

Activity based interventions will be core to the life of the house where applicable for each child. Activity Workers will be the main link with schools, doctors, youth clubs etc., therefore mirroring what happens in any ordinary household.

Grown-Ups will be skilled and experienced in areas of personal resilience, showing love and compassion, holding firm on routines and rituals, self-reflection, use of self, understanding personality types within a team and self-management.

There will be no cooks or cleaners – Grown-Ups as living in any family home, will be expected to run the house involving the children where applicable.

The model will consist of 4 House Parents; 2 on together for a minimum of 5 consecutive 24 hour periods followed by the same off i.e. 5 days on and 5 days off and 1 House Parent to cover absences, 3 Activity workers to work with the children during the day and to liaise with outside agencies where applicable, and a part time Clinical Psychologist.

### **The Service Manager will have overall responsibility for the home.**

The Support Team will cover the role of House Parents. This may be short notice cover e.g. if a House Parent becomes ill while on their working pattern, or planned cover for a pre-arranged leave of absence or team training events. The support team will be working different schedules to assist in the smooth running of the home, this will at times involve a 5 day on working pattern to cover House Parents.

## MACS Children's Therapeutic Community

### JOB DETAILS

<b>JOB TITLE:</b>	House Parent Support Staff
<b>CONDITIONS:</b>	<b>Casual Contracts</b>
<b>RESPONSIBLE TO:</b>	Service Manager
<b>LOCATION:</b>	Dundrod, Co. Antrim
<b>WORKING PATTERN:</b>	Either 5 consecutive 24 hour periods or overnight cover for unforeseen absences. This will include weekends and bank holidays.
<b>SALARY:</b>	<b>£10.50 per hour</b>

**It will be a requirement of this post to be registered with the Northern Ireland Care Council (NISCC).**

### OVERALL PURPOSE

To ensure each child experiences a warm, loving and nurturing home environment. As part of a team you will be required to implement the therapeutic interventions as assessed by the Clinical Psychologist and relevant professionals including the Trust.

**The service manager is responsible for the overall effectiveness of the service.**

Just right state philosophy – The Just right programme looks at the use of sensory activities and foods, to help children learn how to self-regulate their emotional states and behaviour. It refers to the capacity of being able to achieve and maintain an appropriate level of arousal, whether it's the calm alert state required for engagement of any sort, or calm relaxed state for resting and sleeping. The ability to regulate our levels of arousal is essential for everyday function and even survival.

Self-managing Team – You will be required to work in partnership with a team that is self-managing. This means that the team are encouraged to make the day to day decisions that promote the effective working of the home. Where appropriate, you will be expected to contribute to the MACS decision making model when core staff are making significant decisions. This model places emphasis on seeking advice from experts both within the team, the children and externally. In order to work alongside a self-managing team, you need to be self-sufficient and be able to organise your own work, be perceptive both towards your fellow team players and the children.

**This Job Description demonstrates the job role, who you will be accountable to in carrying out your duties and an explanation of why.**

<b>Job role</b>	<b>Accountable to</b>	<b>Why?</b>
Carry out day to day chores to run a home as agreed by the team and children and work within an agreed budget.	Children  Team members on shift with you	To create a warm and loving environment.  Fairness, balance of work load.
Ensure that your practise promotes normalised living and adheres to the House Policy and Procedures.	Children  Social Services	Ensure continuity of care and approach.  Maintenance of clear boundaries and routines. Maintenance of faith and trust in our quality of practice.
Nurture within a warm and loving environment. This includes all the normal routines a family home would have.	Children	Traumatised children need security, predictability, love and a non-judgmental attitude.
To be resilient and can project containment and confidence when working with intense trauma based behaviours (sexualised behaviour towards other children / workers, spitting, running away, lashing out, physical assault, biting, prolonged periods of distress and anger, catastrophic rages, fire fascination, enuresis, cruelty to animals).	Children  Team  Clinical Psychologist	Consistent and fair approach to all children, focusing on the child's needs and not the behaviour  No one avoids dealing with challenging behaviour – there is a fair and consistent approach  To use their expertise in relation to their deepening your own capacity for resilience, containment and confidence
Adhere to HR Policy and Procedures.	Team	Ensure effectiveness and harmony of the team.
Maintain Health and Safety Standards as stipulated in the Children's home standards 2006.	Children  RQIA	To avoid risk of significant harm.  Retain Registration.
To support the administration and management of Medication.	Children  RQIA  Team	To avoid risk of significant harm and stress.  Retain Registration.  Risk of miss-medicating and malpractice.  Compromising other staff if they do not have correct information.  Potential investigation into practice across the team.
To help the child with homework and their overall learning experience	Children	Attainment of a basic right to education.
Reflection and professional development both individually and as part of the team.	Children  Clinical Psychologist  Team	Better insight into the child's traumatised behaviour. Awareness of your own triggers and what to do Development of resilience in practice.  A clinical and theoretical perspective that guides practice and professional development.  To hold each other to account. To give each other honest feedback.

<b>Job role</b>	<b>Accountable to</b>	<b>Why?</b>
Recording and communicating in line with statutory requirements.	Children Social Services Service Manager	The child understands why information is shared with outside agencies. Corporate Parent. Ensure statutory requirements are met.
Ensure child is safe and protected and have a full understanding of Child Protection and Safeguarding.	Children Social services Service Manager Team	The child understands when child protection actions need to be taken. As corporate parent – Social services are ultimately responsible for the child’s welfare. Ensure statutory requirements are met. Ensure child is safe and protected.
Any other duties that may be required.	Team Service Manager	To be a good team player Responding to arising needs of the service and always putting children first

**PERSONAL REQUIREMENTS:**

We are looking for someone who is:

- Passionate about caring for children and getting the best for them.
- Who is compassionate to a child’s and team member’s needs.
- Resilient and can stay motivated in an at times challenging but rewarding environment.
- Nurturing and kind to the children, the team and the wider community.
- Adaptable to meet the needs of the community, working flexible hours.
- Good fun and a team player.
- Willing to be a part of and embrace community life and who will actively engage with our strong routines and rituals.
- Willing to be challenged personally and professionally.

## PERSON SPECIFICATION

<b>SKILLS AND KNOWLEDGE REQUIRED BY POST HOLDER</b>	
<b>CRITERIA 1</b>	
2 years' experience of working with children / young people who have experienced significant trauma and an understanding of the associated behaviours.	<b>ESSENTIAL</b>
<b>CRITERIA 2</b>	
Experience of working with children and young people who display aggressive and distressed behavior.	<b>ESSENTIAL</b>
<b>CRITERIA 3</b>	
Ability to reflect on practice; take feedback and learn from mistakes.	<b>ESSENTIAL</b>
<b>CRITERIA 4</b>	
Experience of working compassionately with children and young people in a group setting.	<b>ESSENTIAL</b>
<b>CRITERIA 5</b>	
A full current driving licence and access to a car is required so as to be able to meet the requirements of the post in full.	<b>ESSENTIAL</b>
<b>CRITERIA 6</b>	
Experience of working with children and young people in a residential setting (children's home, leaving and aftercare, Hospitals, residential centres, respite centres)	<b>DESIRABLE</b>