



### **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 Therapeutic Community (home) for 3 children aged 6-13 is an exciting opportunity for MACS to introduce something brand new and ground-breaking in Northern Ireland. We have completed extensive research into the needs of these children, taking into account the views of young people who have been through the care system and from professionals working in the field

The staff team will be multi – disciplinary drawing on skills from Social Work, Teaching, Occupational Health and Psychology.

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

We use 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, caring and safety a staffing model based on longer hours will be essential. The House Parents live in the home for a minimum of 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 and for each child. Workers will be the main link with statutory partners, education / schools, doctors, youth clubs etc., therefore mirroring what happens in any ordinary household. The Activity Worker role is also to support the House Parent with ensuring the smooth running of the house, completing household tasks, covering mandatory breaks and creating opportunities for House parents to complete their Balanced Score Card leads.

Staff 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, self-management and understanding personality types within a team.

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

The staffing model will consist of:

- 6 house parents; 3 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.
- 3 Activity workers to work with the children during the day and to liaise with statutory partners and outside agencies where applicable.
- A part time Clinical Psychologist.
- A House Team Lead to support the team with the day to day running of the service, developing the self-management model, overseeing responsibilities as described in the Balanced Score Card.

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

## MACS Children's Therapeutic Community

### JOB DETAILS

<b>JOB TITLE:</b>	House Lead
<b>CONDITIONS:</b>	<b>Full Time, Permanent</b>
<b>RESPONSIBLE TO:</b>	Service Manager
<b>LOCATION:</b>	303 Ormeau Rd / Dundrod
<b>WORKING PATTERN:</b>	Full Time. 35 Hours per week. You will be expected to undertake two 5 day working pattern shifts alongside House Parents twice a year - this includes overnights (you will be paid for this), supporting with cover at the house over holiday periods
<b>HOLIDAYS:</b>	30 days per annum plus statutory days
<b>SALARY:</b>	<b>£29,000</b> per annum & pension at 4% of salary

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

### OVERALL PURPOSE

- This post will include time split proportionately between Dundrod and on Service Development.
- To take the lead in overseeing the day to day running of the House.
- To ensure that the team are developing their lead Balanced Score Card areas in self-management.
- To develop new opportunities in relation to expanding MACS Therapeutic Community.

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

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. (You will be trained on this approach)

Self-managing Team – You will be required to lead a team that is self-managing. This means that you and the team will be encouraged to make the day to day decisions that promote the effective working of the home. You will be expected to use, and promote the use of, the MACS decision making model when making significant decisions which places emphasis on seeking advice from experts both within the team, the children and externally. In order to work in and lead 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>
To develop new opportunities in relation to expanding MACS Therapeutic Community	Children	To address an unmet need
	Service Manager	To ensure expansion of the Service
	Social Services	To address unmet need
Lead a Therapeutic Community for 3 Children who are unable to live in mainstream residential or foster care	Children	Children have a safe, nurturing and fulfilling home to live in
	Social Services	As corporate parent, Social Services are ultimately responsible for the child's welfare
	Team	To provide leadership and direction
	Service Manager	To ensure statutory requirements are met
	RQIA	Team has clear understanding of the regulations and standards as stipulated by RQIA and Department of Health
To ensure staff are adequately prepared for LAC reviews	Team	To provide leadership and direction
	Children	Child gets the best deal from the LAC process
	Social Services	Social Services have trust and faith in the work we do
Ensure staff are adequately prepared to attend any Child Protection, Risk Strategy and Core Group Meetings and to attend when relevant	Children	Children understand when and why safeguarding / Child Protection processes need implemented
	Team	All the team are on the same page in relation to risk and safeguarding
	Service Manager	The Senior Manager is well informed in relation to Child Protection or Safeguarding
	Social Services	There is a well thought through professional response to risk management and safeguarding in partnership with Social Services
To ensure the team are engaging in the children's education	Children	Attainment of a basic right to education
	Social Services	Working in partnership to follow through on Education Care Planning
To ensure the team are resilient and can project containment and confidence when working with intense trauma based behaviour: sexualised behaviour towards others, high levels of aggression, spitting, running away, prolonged periods of distress and anger, rages, fire fascination, enuresis and cruelty to animals	Children	Consistent and fair approach to all children focusing on the child's needs and not the behaviour
	Team	No one avoids dealing with challenging behaviour, there is a fair and consistent approach
	Clinical Psychologist	To use their expertise to develop your own capacity for resilience, containment and confidence

<b>Job role</b>	<b>Accountable to</b>	<b>Why?</b>
Ensure the team provide a broad range of activities inside and outside the House	Children	The child experiences play and formalised activities
Ensure that the House Therapeutic Approach, Just Right State (JRS), is central to the work	Children  Clinical Psychologist  Service Manager	The child has opportunity to feel safe and secure within a therapeutic context  Using their expertise and direction  The therapeutic approach is central to the work  All team are using the same therapeutic approach (JRS)
To ensure the appropriate lead is managing the budget for the House	Team  Service Manager	The team are aware of income and expenditure of the House and have enough money to do their job  Budgets are adhered to on a quarterly basis
To ensure that working patterns are sustained and overview working patterns on a regular basis with the appropriate lead	Team  Children  Service Manager	To be fair and accommodating to on another in completing working hours  Children experience a normal family life with House Parents as much as possible  Service is appropriately staffed and adheres to working time directive
To ensure the team adhere to the HR Policy and Procedure	Service Manager	Organisational grievance is adhered to
To ensure the team adhere to the House Policy and Procedure	Social Services, RQIA and Service Manager	Governance and standards are adhered to
To ensure the lead for Health and Safety maintains Health and Safety Standards as stipulated in the Children's Home Standards (NI) 2006	Team  RQIA and Service Manager  Children	All the team are adhering to the lead's direction  Governance and standards are adhered to and we retain our registration.  To avoid risk of significant harm
To oversee and audit the management, administration, ordering and recording of medication and ensure team adhere to Medical Policy and Procedure	Children  RQIA  Social Services  Team  Service Manager	To avoid risk of significant harm  Retain registration  Medication directions are complied with  All team are trained and compliant  Governance and standards are met
To provide supervision monthly to the team	Children  Team	The children experience safe, warm and compassionate relationships  Providing support and guidance and encouraging autonomy and self-management

<b>Job role</b>	<b>Accountable to</b>	<b>Why?</b>
To attend Therapeutic reviews, Team Formulations, group reflective practice as led and facilitated by the Clinical Psychologist; ensuring that the therapeutic approach is understood, implemented and embedded	Children Team Service Manager Clinical Psychologist	The children experience trauma informed practice Therapeutic approach is clear and implemented Quality practice is maintained Clinical advice and direction is implemented
To promote a self-managing team	Children Team Service Manager	The children are clear on how and why decisions are made There is a shared responsibility in relation to making decisions To ensure decisions are made in the best interest of the child
To review the Balanced Score Card and outcomes (action plans for team and individual leads) on an annual basis	Team Service Manager	Everyone knows what they are meant to do Clear objectives set and outcomes achieved
To ensure the child's networks are maintained and new networks are developed	Children Team Social Services	Family relationships are sustained Family relationships are not judged Adhere to child's care plan
To ensure recording systems are for purpose and are well maintained	Children Service Manager	We are mindful of what we write about children Ensure statutory requirements are met
To take the lead in referrals from various Trusts and to make the decision on intake with advice and guidance from the Service Manager	Team Service Manager	The team are part of the decision making process There is a clear rationale as to why they take or do not take a child
Ensure the team prepare each child for a suitable foster home and transition out of the house	Children Team Social Services	Child goes to foster home that can meet their needs Clear on how they prepare the child for move on Work in partnership with Social Services to identify and train suitable foster parents
To attend all in house and external training days/sessions. Attendance to training will be required whether you are or are not working (you will be reimbursed if not on working pattern).	Team Children	Team continually develop skills and knowledge Team continue to work from a trauma informed perspective
Any others 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.

## PERSON SPECIFICATION

<b>SKILLS AND KNOWLEDGE REQUIRED BY POST HOLDER</b>	
<b>CRITERIA 1</b>	
<ul style="list-style-type: none"> <li>• Professional Qualification in any of the following areas: Social Work, Youth and Community Work, Occupational Therapy, Teaching, Nursing</li> </ul> <p><b>WITH</b></p> <ul style="list-style-type: none"> <li>• 2 years' experience of working with children / young people who have experienced significant trauma and an understanding of the associated behaviours</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• 2 years' experience of leading a team</li> </ul> <p style="text-align: center;"><b>OR</b></p> <ul style="list-style-type: none"> <li>• 4 years' experience of working with children / young people who have experienced significant trauma and an understanding of the associated behaviours</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• 2 years' experience of leading a team</li> </ul>	<b>ESSENTIAL</b>
<b>CRITERIA 2</b>	
<ul style="list-style-type: none"> <li>• Ability to work on your own initiative and make decisions (autonomous) in a responsible and accountable manner</li> </ul>	<b>ESSENTIAL</b>
<b>CRITERIA 3</b>	
<ul style="list-style-type: none"> <li>• Ability to exhibit excellent team working capabilities</li> </ul>	<b>ESSENTIAL</b>
<b>CRITERIA 4</b>	
<ul style="list-style-type: none"> <li>• Experience of liaising with statutory agencies in order to meet the needs of a child</li> </ul>	<b>ESSENTIAL</b>
<b>CRITERIA 5</b>	
<ul style="list-style-type: none"> <li>• Able to demonstrate excellent written skills</li> </ul>	<b>ESSENTIAL</b>
<b>CRITERIA 6</b>	
<ul style="list-style-type: none"> <li>• Experience of developing new projects</li> </ul>	<b>ESSENTIAL</b>
<b>CRITERIA 7</b>	
<ul style="list-style-type: none"> <li>• 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</li> </ul>	<b>ESSENTIAL</b>
<b>DESIRABLE CRITERIA</b>	
<ul style="list-style-type: none"> <li>• 3 years' experience of working with children and young people in a residential setting (children's home, leaving and aftercare, Hospitals, residential centres, respite centres)</li> </ul>	<b>DESIRABLE</b>