



Our Vision

Make life great for Children and Young People

Our Mission

To empower Children and Young People who haven't had a fair deal – to have a home, strengthen their mental health and be part of a community

Our Ethos

We need each other to make life work

Our Values

We make our own choices

We are loving and compassionate

We take risks

We make mistakes and learn

We never give up

Introduction on MACS Children's Therapeutic Community:

MACS have established a Therapeutic Community (Home/House) for up to 3 children aged between 6-13 years old. The children can live in the House for 2 years. The House is in a rural setting; approximately 15mins car journey from Belfast.

The children referred will have experienced significant trauma and will therefore show us complex needs and extreme behaviours. Their needs and risk taking behaviours cannot be met in mainstream Children's Homes or Foster Care. This is a fast-paced Service and the team will need to be capable of responding to arising behaviours in a compassionate, skilled and flexible way. This Service works to a Trauma Informed Model. We do not take a punitive approach when working with risk or challenging behaviours. When children show us their pain and fear through their complex, and often extreme behaviours, we respond with confidence and compassion, applying interventions as agreed in therapeutic planning and seek out natural consequences as appropriate. We are informed by 'Connection before Correction'. In any role in the House staff will be expected to have the skills, experience and resilience to work with a range of very challenging and complex behaviours including (this is not an exhaustive list);

Sexualised behaviour, sexualised behaviour towards others; making allegations; spitting; running away/hiding; prolonged periods of distress and anger; rages; enuresis; cruelty to animals; biting, hitting, hair pulling, slapping, nipping, punching, kicking; road safety risk; throwing and breaking household items; damaging personal items; theft.

This is an exciting opportunity for MACS to deliver 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. We strive to maintain a multi – disciplinary team drawing on those from Social Work, Youth Work, Teaching and Psychology, as well as people who have a range of relevant experience working with children and young people who have experienced trauma. Sensory Processing, Trauma and Attachment theories will underpin all interventions with the children.

All children will be supported through Therapeutic Care Planning led by the Consultant Clinical Psychologist attached to the team. We will be informed by 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, the child will learn to develop the capacity to remain regulated in activities that have been challenging for them. We will also identify specialist consultants as appropriate to support meeting the needs and responding to the risks of the individual children living at the House.

In order to emulate a family environment and provide vital consistency, caring and nurturing a staffing model is based on longer hours is essential. 'House Parents' will live at the House, alongside the children for 5 consecutive 24 hour periods followed by the same off i.e. 5 days on and 5 days off; Day House Parents will work to a 5 day on 5 day off pattern of 12 hour days.

House Parents provide the main 'care giver' role in the House with children. They establish and maintain daily routines, boundaries, nurturing and caring, and the smooth running and upkeep of the House. They will support and drive all aspects of the child's emotional and practical development; supporting with regulation of emotion; are core in relation to informing Therapeutic Planning and risk assessment and management. Activities and activity based interventions will be core to children's experience of living at the House and will be implemented by all members of the team.

Day House Parents will be the main link with statutory partners, family, education / schools, doctors, clubs and social networks etc., mirroring what happens in any ordinary household. They will support with communication and completion of tasks within and across the 2 House Parent groups. This role involves direct work with children as well as engaging with House parents to ensure routines / boundaries are held and the House is well maintained and runs smoothly.

A range of clinically / sensory informed play based interventions will be delivered across the team.

House Parent Support Staff (Sessional Workers) will provide support when planned or unplanned absences arise. They will support with maintaining the House routine (shopping, cooking, cleaning, covering breaks, facilitating access to a range of meetings) and children's routines (supporting them to travel to and attend events / school, holding boundaries, completing morning / bedtime routines, working therapeutically to meet needs / manage risk).

All staff will be expected to maintain records and adhere to the range of systems and processes in place to support communication, implementation of Care Planning and the assessment and management of risk and to ensure that the House is in good safe repair.

The staff team will be skilled and experienced in areas of personal and emotional resilience, communication, showing love and compassion, maintaining routines that work for children, needs and risk assessment, self-reflection, use of self, working autonomously, giving and receiving feedback 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 consists 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
- 2 Part Time House Parent Support Workers (providing annual leave and unforeseen absence cover)
- 2 Day House Parents: working 50 hours shift work (5 consecutive days on followed by 5 days off)
- A number of House Parent Support Staff (Sessional workers)
- A House Lead
- A Team Lead
- A Consultant Clinical Psychologist (part time)
- Other specialists on a consultative basis to meet the assessed needs / risks of the child
- **A Service Manager (Registered Manager) who will have overall responsibility for the House.**

MACS Children's Therapeutic Community

JOB DETAILS

JOB TITLE:	Team Lead
CONDITIONS:	Full Time, Permanent
RESPONSIBLE TO:	House Lead
LOCATION:	Dundrod, Co. Antrim
WORKING PATTERN:	37.5 hours per week - Working Hours may include evenings, weekends and bank holidays and may change to reflect the needs of the young people
HOLIDAYS:	30 days per annum plus 11 days statutory days
SALARY:	£26,224 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

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 recognise, co and 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.

Clinical Psychologist – the Consultant Clinical Psychologist formulates the clinical care planning used in the House to meet the needs and assessed risks of the child / children. This is achieved through Team Formulation and Therapeutic Reviews. Reflective practice is provided to the team as well as training to support; Trauma Informed Practice; understanding of the range of interventions use and staff working in a challenging residential environment.

Other Specialisms as Required – depending on the assessed needs and risks of the child/children we will commission other professionals with particular specialisms to support our work. This may be for specific pieces of assessment work, support around interventions or bespoke training for the staff team.

Animals – As with many family homes, The House will have a range of animals. We believe that animals can bring a range of emotional and sensory based experiences to children and grown-ups that will add to the enrichment of their experience of living / being at the House.

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

Job role	Accountable to	Why?
Lead and coordinate the day to day running of the Therapeutic Community Team including; facilitating meetings; House Diary Management, task and finish, time management and ensuring that all systems for communication are fully utilised.	Team	Work is prioritised so that deadlines are met, breaks are in place, and key support / communication systems are attended.
	Children	Care / therapeutic planning needs are met.
	House Lead	Good communication is maintained and tasks are finished and completed in a timely way.
To supervise your staff on a monthly basis and provide informal supervision and support to grow and develop the team: 2 day house parents and house parent support staff (sessional staff).	Team	Supported to grow and develop in their role, and to communicate transparently with one another.
	Children	When team members address practice issues the child experiences better quality support and care in their home.
	House Lead	So that direction on practice is implemented and the potential for invoking formal processes is minimised.
Ensure that practice across the Team adheres to Organisational Ethos and Values and the overall approach of the Service.	Children	Children experience compassion, warmth and love from the adults who are caring for them in their Home; that children’s behaviour is seen through a trauma lens.
	Service Manager	That the Approach and Model is not diluted in any way.
To support with the recruitment of staff in conjunction with the House Lead and Service Manager in conjunction with all relevant HR policy and procedure.	Service Manager	Good Governance is maintained.
	Team and Children	So that practice learning informs the recruitment processes; To ensure the recruitment process meets the needs of the Service and Team currently in place.
To Support the House Lead with the induction of new staff, ensuring inductions are completed and reviewed within agreed timescales and in accordance with HR policy and procedure.	Child & Team	To ensure newly appointed staff can fulfil the role as stated in their Job Description.
	House Lead	For the completion of work undertaken.

Job role	Accountable to	Why?
Support the House Lead develop annual Learning and Development plans, source and coordinate training for the team.	<p>Team</p> <p>RQIA & Service Manager</p> <p>Children</p>	<p>Learning needs are identified and addressed, and staff are supported to develop in their roles.</p> <p>Quality practice is maintained and staff feel motivated and supported in their roles.</p> <p>Staff continually develop skills and confidence to assess, manage and meet the needs / risks of each child.</p>
Management of and accountability for the budget for the day to day running of the House: this includes adherence to all relevant finance policy, procedures and processes.	<p>Children</p> <p>Team</p> <p>House Lead</p> <p>Service manager</p>	<p>Children are supported to learn the value of money while experiencing a good quality of life (financially) including getting their pocket money, trips out, holidays and other expenditure typically associated with family life.</p> <p>The team are aware of income and expenditure of the House, have enough money to do their job, and do not waste money.</p> <p>Agreed budget lines are understood; over / underspends are reallocated appropriately.</p> <p>The overall budget for the Service is not in deficit.</p>
To maintain the working pattern (rota), ensuring the Service is appropriately staffed; providing direct support to the children living at the House and providing cover in the Service when required.	<p>Children & Team</p> <p>House Lead</p> <p>Service Manager</p> <p>RQIA and Trusts</p>	<p>To ensure consistency and continuity of care for Children and the health and wellbeing of the team.</p> <p>To ensure the Team work to meet the needs of the Service.</p> <p>To ensure the needs of the Service and Young people are being met through the rota.</p> <p>Staffing levels meet the needs of the children.</p>
<p>To store, administer and record medication in keeping with the relevant policy and procedure.</p> <p>To oversee the day to day processes in relation to medication and support the House Lead in the medication audit processes.</p>	<p>Children & Trusts</p> <p>RQIA</p> <p>House Lead</p> <p>Service Manager</p>	<p>Children's Health needs are met and the risk of harm from a Medication Incident is minimised.</p> <p>Retain registration.</p> <p>Safe practice in relation to medication is maintained.</p> <p>All relevant team members are trained and competent.</p>
To lead and manage the day to day Fire, Health and Safety requirements for the House as stipulated in the Children's Home Standards (NI) 2006. This includes ensuring the House is in a good state of repair and décor.	<p>Team</p> <p>RQIA and Service Manager</p> <p>Children</p>	<p>A safe and comfortable working / living environment is maintained.</p> <p>Governance and standards are adhered to and we retain our registration.</p> <p>Living environment is safe, in good repair and children have choice in how the house looks.</p>

Job role	Accountable to	Why?
	House Lead	All regular checks are completed within required time frames and clearly documented.
To support the completion of monthly monitoring reports, ensuring that team actions are completed within delegated time frames.	House Lead Service Manager Team Children	That the number of recommendations arising from the MMR is kept to a minimum. That the MMRs reflect authentic auditing and quality service delivery that can be transparent about mistakes, learning and good practice. That development of practice and learning is supported, understanding of 'Good Governance' is enhanced and that good practice is noted and celebrated. So that children are safeguarded and protected, receive compassionate care and support, and that areas for improvement are identified and actioned.
To ensure day to day recordings are up to date and reflect the ethos and approach of the Service; and support the House lead with audits.	Children Service Manager Trust	We are mindful of what we write about children – they will read what we write in the future. Records reflect work undertaken and communicated. Statutory requirements are met.
To support the House Lead evaluate and monitor targets as set out in the Balanced Score Card.	Service Manager Trusts	The Therapeutic Community maintains a Good reputation for quality service delivery. Contractual agreements, Care Planning Requirements are met.
To ensure adherence to the organisational policy and procedure, paying particular attention to those in relation to the Service. To participate in and consult with the team in relation to the review and implementation of Policy and Procedure.	Service Manager Team House Lead	Legal and good practice requirements are met and quality standards are maintained. To ensure fairness and equality and adherence to HR policy and Procedure. To ensure relevant processes are adhered to and consultation with the Team takes place.
To promote and support the team to use MACS Decision Making Model when making significant decisions.	Children Team House Lead Service Manager	Children are supported to understand and have a say in changes made within their Home. There is a shared responsibility to making decisions and clarity exists on how and why decisions are made. To ensure decision-making is robust, well thought out and includes input from the right people. To ensure decision-making is robust, well thought out and includes input from the right people and is reflective of the organisational ethos and values.

Job role	Accountable to	Why?
To support the House Lead in relation to the team developing / maintaining resilience, projecting 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 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, staff can practice in a fair and contained way. To use their expertise to develop your own capacity for resilience, containment and confidence.
To assess and manage risk in conjunction with the House Lead; including the completion and review of risk assessment and management plans; Individual Crisis Management Plans; Group Impact assessments and other associated processes.	Children Clinical Psychologist Team Service Manager & Trusts	Children have the opportunity to feel safe and secure within a therapeutic context. Using their expertise and direction. Are supported through clear plans, actions and direction. Risk management is shared and reviewed in a multi-disciplinary context.
To ensure prompt completion of incident reports and communicate these to the House Lead / Service manager.	Service Manager and House Lead Team Trusts	So that oversight of the level of risk at any point in time is maintained and managed appropriately; specific direction on the management of risk can be actioned. Staff know that risk is appropriately communicated and managed, which then supports them in their role and when working with risk. Effective communication with Corporate Parents is a legal requirement for children living in our setting.
To feed into the Services Clinical process that inform Therapeutic Care Planning and Overall Staff support; to ensure that the team are working in conjunction with Statutory Care Plans and Service Therapeutic Plans.	Clinical Psychologist Team House Lead and Service Manager Trusts & Child	Expertise in Understanding impact of trauma and strategies to support children to feel safer. Teams experiences are acknowledged. Team are supported to be realistic about the working environment and changing behaviour is a slow process. That the Service is in place for children who cannot live in mainstream Residential or Foster Care. Care Planning requirements are met.
To attend and represent the Therapeutic Community at statutory and interagency meetings for children living at the Service (LAC, Risk Strategy Meetings, Personal Education Planning Meetings etc.)	Team Children Social Services	To provide leadership and direction. Child gets the best deal from the LAC process. Social Services have trust and faith in the work we do.

Job role	Accountable to	Why?
Ensure the team provide a broad range of activities inside and outside the House for Children and ensure that children's key networks / relationships are maintained.	Children	Children experience a fun and excitement and maintain connection with the people who are important to them. Children can use activities to express themselves fully, including getting sensory feedback to support them to better manage and understand how they feel.
	House Lead	That the staff team provide the children with opportunities to develop friendships, networks, confidence, social skills / experiences and community links.
	Trusts	Contact Agreements are adhered to.
To support the House Lead with the initial assessment process and lead on the move on process for each child living at the House.	Service Manager Team	Robust assessment processes are maintained. Clear planning is in place for children moving on Children Moving in are a 'good fit' for the Service.
	Children	Children are prepared for these key transitions.
	Trusts	The assessment processes are fair and transparent. The needs of children living in the House are apparent in any move in / on process.
Any others duties that may be required.	Team	To be a good team player.
	Service Manager	Responding to arising needs of the service and always putting children first.

PERSON SPECIFICATION

SKILLS AND KNOWLEDGE REQUIRED BY POST HOLDER	
CRITERIA 1	
<ul style="list-style-type: none"> • Professional Qualification in any of the following areas: Social Work, Youth and Community Work, Occupational Therapy, Teaching, Nursing <p>WITH</p> <ul style="list-style-type: none"> • 2 years' experience of working with children / young people who have experienced significant trauma and an understanding of the associated behaviours <p>AND</p> <ul style="list-style-type: none"> • 2 years' experience of leading a team 	ESSENTIAL
<p align="center">OR</p> <ul style="list-style-type: none"> • 3 years' experience of working with children / young people who have experienced significant trauma and an understanding of the associated behaviours <p>AND</p> <ul style="list-style-type: none"> • 1 years' experience of leading a team 	ESSENTIAL
CRITERIA 2	
<ul style="list-style-type: none"> • Ability to work on your own initiative and make decisions (autonomous) in a responsible and accountable manner 	ESSENTIAL
CRITERIA 3	
<ul style="list-style-type: none"> • Ability to exhibit excellent team working capabilities 	ESSENTIAL
CRITERIA 4	
<ul style="list-style-type: none"> • Experience of liaising with statutory agencies in order to meet the needs of a child 	ESSENTIAL
CRITERIA 5	
<ul style="list-style-type: none"> • Able to demonstrate excellent written skills 	ESSENTIAL
CRITERIA 6	
<ul style="list-style-type: none"> • Understanding of Care Experienced Children who have experienced significant trauma and experience of working with the associated behaviours; including high levels of risk taking and aggressive/violent behaviour 	ESSENTIAL
CRITERIA 7	
<ul style="list-style-type: none"> • A full current driving license and access to a car is required so as to be able to meet the requirements of the post in full 	ESSENTIAL
DESIRABLE CRITERIA	
<ul style="list-style-type: none"> • Experience of working with children and young people in a residential setting (children's home, leaving and aftercare, Hospitals, residential centres, respite centres) 	DESIRABLE
<ul style="list-style-type: none"> • Experience of managing a Rota 	DESIRABLE