

<b>Department:</b>	<b>Children and Families Services</b>
<b>Job Title:</b>	One2One Specialist Carer
<b>Service/Section:</b>	Family Placements
<b>Responsible For:</b>	<i>A single looked after child / young person in care</i>
<b>Key Relationships/ Liaison with:</b>	Family Placement team, Children's Social Workers, other Foster Carers, looked after child and birth family members, multi agencies and professional partners.

<b>Job Purpose</b>
<p>Leicestershire County Council is currently seeking to build its in-house specialised foster caring service. We are looking to place a number of children and young people with a variety of complex needs, emotional difficulties and challenging behaviour that require an intensive, full-time level of support, monitoring and guidance through a placement which needs to be specifically tailored to their individual needs; there is an expectation that the one2one carer will either have professional qualifications or a background in child care, youth work, social care, teaching or as an experienced foster carer and will be dedicated to this role on a 24 hour/full time basis.</p> <p>These children and young people may have experienced several placement breakdowns and will be in need of complete one to one, intensive 24/7 support and care by one2one specialist carers. The one2one carer will receive regular support as well as four weeks of paid time off per year. One2one carers will be paid regardless of whether they have a child or young person in place. During these times, they may be asked to support other carers and offer respite care.</p> <p>We are seeking to deliver placements based on positive reinforcement of pro-social behaviour, strong behavioural management, therapeutic parenting and a solid, structured and nurturing environment; you will form part of a multi-disciplinary team within your role as a one2one specialist carer where you will provide intensive care and complete supervision in your home with an emphasis on positive parenting and successful achievement of the child or young person's individual treatment programme.</p> <p>This will be an all-encompassing, dedicated and intense level of caring for some of our most challenging children and young people. However, this also means that the eventual outcomes achieved through this outstanding level of care will be life changing in their significance.</p> <p>One2one carers must be prepared to work with the child or young person who may be dealing with the behavioural effects of loss, separation from birth family, poor self-esteem, attachment issues, and the effects of abuse. Through building a one to one relationship with the young person, based on trust, together, we can start to repair the damage.</p> <p>Our one to one carers will provide intensive, complete care to a young person, within the carer's home, supporting the child or young person to integrate into the community and establish and reach their aspirations. This may be by achieving reunification with birth family, or bespoke transition into independent living. The objectives will be considered and set with the one2one</p>

carer and the team around the child to ensure a bespoke package of care in order to achieve the best outcomes for the child or young person.

A looked after child or young person is likely to have one or more of the following characteristics:

- Have experienced abuse and neglect, including harsh parenting and witnessing domestic abuse.
- Have experienced multiple placements and/or multiple placement break downs.
- Have severe emotional and relationship difficulties and be experiencing developmental delay.
- Experiencing difficulties with learning and education attainment.
- Display a significant level of challenging behaviour.
- Significant disability or multiple disabilities requiring one to one specialist care.

### **Support from the County Council – how we will help you support our looked after children and young people**

Leicestershire County Council will look to support you as a one2one specialist carer across the following areas:

- Practical and emotional support from the supervising social worker with regular fortnightly face to face visits and telephone support through the foster carer advice line.
  - If visits or support are needed in between regular appointments, this will be offered by the supervising social worker who is there to support you each step of the way.
- Four weeks paid ‘time off’ without a child or young person in placement, however any days you choose to not take up the time off we will pay you an additional fee.
- Engagement across multiple agencies and partners (such as Educational Psychologists, Child and Adolescent Mental Health Services and the Youth Offending Service) through the delivery of care planning.
- Enhanced weekly fostering allowances, determined by the needs/outcomes required and age of the child or young person placed with you.
- Payment of an annual fee, with a yearly review for increment progression regardless of placement status.
- Specialised training tailored to support you in meeting the child or young person’s needs.
- Practical and emotional support to enhance your role and encourage further development.

## Why do our children and young people need a specialist foster carer – like you

The following is a wide (but not exhaustive) list of examples of the variety and complexity of placement types we manage within our placements team. One2one carers will be expected to provide complete and intensive care for the looked after child or young person; they will require the highest level of care, leadership, commitment, patience, support, supervision and a great deal of dedication from you.

- A child or young person with multiple and very complex needs who may ultimately, require permanent care and this forms part of their transition.
- A child or young person with significant learning and behavioural difficulties (e.g. Autism) and Severe Learning Disabilities that require significant levels of supervision.
- A child or young person who presents a serious physical risk to carers or other children in placement.
- A child or young person with significant attachment issues that have a major impact on child development and behaviour.
- A child or young person on a 'step-down' programme following a period in residential care who requires integration back into the local area.
- A child or young person who is at significant risk of sexual exploitation.
- A young person with a history of serious offending behaviour, particularly one who has committed a sexual offence.
- A young person with a range of offending behaviour who is subject to a Remand To Local Authority Care (RTLAC).
- A young person who is on remand or subject to Police And Criminal Evidence Act (PACE) and will place significant demands on the placement.

## The difference you can make – what skills, knowledge, experience you will need to support our Children and Young People

One2one carers will have the skills, knowledge and experience gained from their professional work or previous fostering experience. They will also have the warmth and strength of character to build enduring relationships with young people which can withstand the stormy times as well as cherish the good times.

You will be able to deliver complete, 24 hour, dedicated care to one of our children or young people and you be able to provide the following:

- Be completely available. You will not be in full or part time employment as there will be a need for you to be available at all times.
- Have resilience and be able to 'go the extra mile' in maintaining a placement in adverse circumstances.
- Have the ability, time and skills to provide the highest standard of care to Leicestershire's looked after children and young people.
- You will promote healthy emotional, physical and sexual development as well as support the child or young person's health and educational development, including being experienced or willing to learn about managing emerging or diagnosed disabilities

(including multiple disabilities).

- Have the ability to communicate appropriately with people who are important to the child or young person, where you may be asked to facilitate contact if required.
- You will have an understanding about the possible vulnerability of family members when caring for a child or young person who may have been physically or sexually abused or may have been subject to extreme neglect.
- Excellent communication skills and an ability to work with a range of other professionals and organisations.
- Be able to create a stable, safe and supportive environment for a young person and provide aspiration to encourage them to fulfil their potential, setting ground rules, creating behavioural boundaries and enforcing them, building positive behaviours and deterring young people from returning to previous negative behaviours.
- The knowledge and skills to support highly frequent and very challenging behaviours, build and embed supportive structures while maintaining boundaries across one or more of the following areas:
  - Adolescent behaviour
  - Loss and separation
  - Attachment needs
  - Poor self esteem
  - Impact of suffering abuse, neglect, physical or sexual abuse
- A knowledge of expected child or teenage development, potentially including disability needs, and an ability to engage with the child or young person appropriate to their age, education attainment and levels of understanding.
- To undertake work with the child or young person towards achieving their specific goals and placement outcomes with appropriate supervision and consultation from team members and to be an advocate for the child or young person when necessary.
- To see challenging behaviour as skills deficits due to developmental delay or life experiences and to help the child or young person develop appropriate social behaviour, encouraging positive behaviour patterns.
- An ability to grasp social learning theory and set appropriate boundaries to manage child or young person's behaviours within the individualised behavioural programme devised with the placement team. To adhere to this exactly, working within a positive/reward-based model.
- To observe, assess, record and track the development of the child or young person.
- To promote the educational attainment by ensuring attendance of the child or young people at their nursery/school/college and managing the relationship with these partners.
  - You will play a key role in ensuring they achieve their educational potential.
  - You will participate in any education related appointments/events and enabling educational achievement.
- To be resilient in extreme circumstances that may arise during the placement and never

use physical or other inappropriate punishment.

- To be resilient in extreme circumstances which may arise across the placement and never use physical or other inappropriate punishment.
- To remain focused to the objective of the role, including preparing young people for adulthood - for example encouraging independent care and providing support in gaining employment.

You will be able to provide a safe and caring environment that will enable one of our children and young people to achieve measurable outcomes across their safety, education and self-esteem which you would meet through the following commitments:

- A commitment to care for the child or young person on a full time, 24/7 basis (apart from during agreed time off and respite care) in your home and social network which will be free from harm and abuse.
- A commitment to provide a stable home, with appropriate accommodation space and privacy.
- To maintain an appropriate standard of furnishing, fittings, decoration, cleanliness and hygiene
- A commitment to help the child or young people keep themselves safe from harm or abuse and to teach them to identify when their safety is threatened and how to seek help.
- To act as a role model for the child or young person and to be happy to 'go the extra mile'.

### **Working as Part of a Team – Who else will support you and the child or young person**

You will be able to work as part of a wide and multi-disciplinary team that will deliver the right outcomes for the placed child or young person. You will:

- Have the ability to welcome the child or young person into your family home and to form a trusting and valuable relationship even if only for a short time.
- Help the child or young person move on in a positive manner by assisting and supporting them and working alongside the care plan and Family Placement team's plans.
- Have the ability to work with other professional people, working to Placement Agreements and contributing to the individually devised programme for the child or young person in your care.
- Attend any meetings that support the child or young person's needs, such as medical, education meetings, court and act as advocate for the child or young person.
- Attend foster care support meetings facilitated by Leicestershire County Council.
- Be able to communicate effectively by maintaining written diary recordings and to verbally convey daily information about the child or young person's behaviours.
- Be able to keep information confidential and only share information about the child or young person's family with the permission of Leicestershire County Council or the fostering provider.

- Be able to evidence your awareness of discrimination e.g. gender, race, sexuality, social status etc. into anti-discriminatory practice.
- Be willing to be both available and promote the fostering service and assist in the recruitment and training of new foster carers where no additional payment is made and you will not be asked to spend more than fifteen hours across a year on the following activities, for example:
  - To run or co-facilitate groups that support our network of carers.
  - To mentor and guide other foster carers.
  - To contribute to training and recruitment events.

One2One carers will work closely with, support and be part of a wider placement network including (this is not an exhaustive list):

- The family placement team and managers.
- Clinical psychologists who develop an intervention programme for each child / young person.
- Skills coaches who assist with the child / young person's social activities.
- Education worker who provide guidance with the school setting, teachers and mentors.
- Family therapists working with the birth family to ensure contact supports the placement and helps prepare the follow on family.

A willingness to offer support to other foster carers, the child or young person of other carers, and undertake activities including the supervision of contact where no additional payment is made.

### **Training and Development – Learning new skills, developing yourself and leading our fostering communities**

There will be an expectation one2One carers will be proactive in seeking their own professional development opportunities, with guidance and support from the team. One2One carers will:

- Use training opportunities to increase your skills and to identify your own training needs.
  - This will include mandatory e-courses as well as post approval foster carer training and any specialist training as identified by Leicestershire County Council
- A full understanding of attachment theory; its application to the care of a child or young person and that you can work to therapeutic plans where this is an intrinsic component.
  - You will demonstrate your own personal development in this area and must have attended regular training on this topic and demonstrate implementation of techniques.
- To take responsibility for your own development, recognising the professional and specialised role you play, and your abilities or limitations.
- To maintain professional relationships, particularly during challenging periods and when differences of approach may arise.
  - Maintain and develop both a network of people and links within the community which will provide support for you and the child or young person.
- An ability to appreciate and reflect of how personal experiences have affected you and the

impact one2one specialist caring is likely to have on you.

- An ability to sustain positive relationships and maintain your own well-being and ask for support when needed incorporating sustained energy and dignity through any periods of stress.
  - To be able to stand back from a stressful situation and regulate your own emotions, rather than get caught up in the child or young person's behaviour
  - To recognise the effect of secondary stress on yourself and your support network.
- To monitor any effects on you that the one2one placement is having and share regularly with the Placements team
  - Work in partnership to support and solve any issues that arise to enable you to stay positive to the child or young person's placement
- To become familiar with Leicestershire County Council's Placement policies and procedures and to work within the legal framework.

### Special Factors

- One2one carers, whilst approved by Leicestershire county council as carers are not employed by the Local Authority. Your status will be self-employed and you would need to register with HMRC and make arrangements for income tax and national insurance contributions.
- This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (i.e. it involves certain activities in relation to children and/or adults) and defined as regulated activity under Part 1 of the Safeguarding Vulnerable Groups Act 2006 before the coming into force of section 64 of the Protection of Freedoms Act 2012 on 10<sup>th</sup> September 2012. Therefore a **DBS enhanced check (without a barred list check) is an essential requirement.**

**This role description sets out the duties and responsibilities of the job at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the job.**

**Date revised: 08.07.2019**

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<b>Job Title:</b>	One 2 One Specialist Carer
<b>Service/Section:</b>	Family Placement Team

	<b>Essential</b>	<b>Desirable</b>	<b>How assessed</b>
<b><u>Qualifications</u></b>			
<i>Relevant qualifications in children and young people's care</i>	✓		App/IV
<b>Or</b>			
Demonstrable experience as a foster carer managing complex placements		✓	App/IV
A passion for providing the highest level of care through transferable professional skills	✓		App/IV
<b><u>Experience</u></b>			
Experience of looking after and supporting a child or young person	✓		App/IV
Experience of looking after a complex placement (i.e. sexualised behaviour, multiple disabilities, challenging behaviour, serious offending/rehabilitation, continued placement breakdowns)		✓	App/IV
<b><u>Knowledge</u></b>			
Understanding of children's and young people's needs and behaviours	✓		App/IV
Understanding of relevant theories (i.e. attachment and social learning theory) and approaches (i.e. positive/reward based model and therapeutic plans) and level of development (i.e. delayed developed)		✓	App/IV
<b><u>Skills and Competencies</u></b>			
<i>Child development</i>	✓		App/IV
<i>Working as part of a multi-disciplinary and professional team</i>	✓		App/IV
<i>Documenting and supporting the child's journey</i>		✓	App/IV



<i>Sustaining positive relationships</i>		✓	App/IV
<b><u>Other Requirements</u></b>			
To support a single placement on a full time basis and allow for flexibility with regards to respite care/holiday periods.	✓		App/IV
To not hold any other form of employment	✓		App/IV
To own your own car	✓		App/IV
To manage your own income and expenditure and to complete your self-assessment in line with current Inland Revenue regulations	✓		App/IV

<b>Key:</b> <b>App = Application Form</b> <b>Test = Test</b> <b>IV = Initial Visit</b>		<b>Pre = Presentation</b> <b>Med = Medical Questionnaire</b> <b>Dc = Documentary Evidence (E.g., Certificates)</b>
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