

# Job Description

## Therapeutic Support Worker

### Role Summary

The Therapeutic Support Worker role across MacIntyre's Children's Homes provides a Continuing Professional Development (CPD) Pathway for Qualified Support Workers. Therapeutic Support Workers play a key role in improving outcomes for young people by working as Practice Leaders and sharing their skills and learning with their colleagues. Therapeutic Support Workers go through a training and mentoring programme to develop core Practice Leadership skills, to deepen their knowledge of the needs of the young people they support and to develop an understanding of a range of different therapeutic approaches. This enables the Therapeutic Support Worker to play a key role in coaching staff in the children's home where they work to understand each young person's plans and to support them in line with these.

Therapeutic Support Workers work on shift and in line with the Job Description for Wingrave Practitioner (Support Worker). The additional responsibilities over and above this are detailed in this Job Description.

You will be accountable to the Registered Manager for the Children's Home you work in.

Our job descriptions are all written with the following four key points about MacIntyre in mind:

#### 1. Our Vision

For all people with a learning disability to live a life that makes sense to them.

#### 2. Our Mission

We will support a sense of wellbeing through a celebration of each person's unique gifts, talents and contributions, the quality of our relationships and ensuring the promotion of real opportunities to connect with others.

#### 3. Our purpose

To achieve excellence in everything we do.

MacIntyre's "*primary purpose*" is to make a positive contribution to the lives of children and adults with disabilities. We make this contribution by ensuring that all our interactions are great, that our knowledge and skills represent excellence and that we support people to develop purposeful and warm relationships. Our "*secondary purpose*" is to have a positive influence in our local communities and on our sector by connecting well, nurturing partnerships and demonstrating best practice.

#### 4. Our DNA

MacIntyre has a particular way of working with people and because it is so important to all our activities we call it our DNA. It is a combination of our values and the way that we put those values into actions that is unique to MacIntyre. Through our Promises and Value Base, the promotion of Great Interactions™ and Person Centred Approaches, we aim to support every person to live a life that makes sense to them, with a level and style of support of their choosing.

### Responsibilities

You will be required to carry out a range of duties within your role. The key responsibilities are detailed below but there will be other duties consistent with the role that you may be requested to undertake by your line manager.

### The People We Support

1. Role model best practice support for children and young people with autism and learning disabilities.
2. Work closely with your Mentor and the wider Therapy Team to support full implementation of young people's Positive Placement Plans within the homes.
3. Support the development and upkeep of any relevant therapeutic resources as agreed with the Registered Manager.

### Our Staff

4. Coach colleagues to support young people in line with their Positive Placement Plan and MacIntyre best practice.
5. Mentor new Support Workers and any other Support Workers needing additional coaching as agreed with the Registered Manager.

### Quality

6. Engage in Continual Professional Development to deepen your understanding of MacIntyre Best Practice.
7. Share your knowledge from your training and experience to influence and drive best practice.
8. Lead workshops, group discussions and formal training sessions (at least 3 times a year) to colleagues and ensure this is ongoing for new staff.

### Sustainability

9. Be an ambassador for MacIntyre and through raising standards support the recruitment and retention of colleagues.

### Leadership in MacIntyre requires you to

10. Be person centred in your approach
11. Be visible, accessible, approachable and to "roll your sleeves up" when needed
12. To behave in a way that demonstrates you take ownership and responsibility

## Person Specification

Below is a list of the typical skills, qualities and experience we would expect you to have to enable you to carry out this role successfully, and how they underpin the Responsibilities set out above in this Job Description.

Skills qualities & experience	People we support	Our staff	Quality	Sustainability
See requirements of the Practitioner (Support Worker) role.	X	X	X	X
Level 3 Diploma in Residential Childcare			X	
Intensive Interaction competent practitioner	X			
Able to role model best practice support for children and young people with learning disabilities, autism and behaviours that can be of concern.	X	X	X	X
Able to coach colleagues to understand how best to support a young person and understand the reasons behind agreed interventions in their plan.	X	X	X	X
Experience and confidence to deliver training to your colleagues		X		
Able to inspire others, bring out the best in those around you and create a kind and positive working environment	X	X		
Please note that you will also be required to complete the Therapeutic Support Worker training pathway and have a successful 6 month review before your pay is uplifted from the level of Qualified Support Worker to that of Therapeutic Support Worker.			X	