



Working for North Lakes

Residential homes that protect, care and progress young people

Why work with us?

- Competitive salaries across all job roles
- A sleep-in allowance of £62.40 per night
- Up to 6 week's holiday per year
- We offer a rota pattern of 2 days on, 2 days off, with staggered start times ranging from 8am, 12noon or 2pm (i.e. 8am-10pm, 12pm-10pm or 2pm-10pm)
- All meals on duty are provided
- Company pension
- Access to our Exchange Employee Discount Scheme
- Access to wellbeing programmes via our Exchange Provision
- Comprehensive training programme, followed by a comprehensive and ongoing CPD Programme
- Access to qualifications (Including Diploma 3/Diploma 5)
- Promotion opportunities
- Monthly clinical and professional supervisions, access to therapeutic support
- DBS costs paid for



Games Room

Therapeutic Care Work

Your role as a "Therapeutic Care Worker" will include the continued implementation of our therapeutic approach, including:

Attachment and Trauma

The children and young people we work with have all experienced trauma and attachment difficulties. These early life experiences affect the way the child sees the world and can have psychological impacts. We therefore must understand the effects of trauma and attachment so that we can understand the children we work with. We must look beyond the behaviour and address the underlying emotional need.

In order to fully implement our therapeutic model(s) and to be able to access a deep nurturing and empathetic response, we have to understand how attachment and trauma has effected the child's development. If we do not understand this, then we place unrealistic expectations on the young people we care for. We must focus our care on feelings of safety, structure and healthy relationships to help re-wire the brain.

Therapeutic working is a way of thinking, feeling, communicating and behaving, that aims to make the child feel safe. It is based upon how "parents" connect with their very young infants. As with young toddlers, with safety the child can begin to explore.

**"Children are not a slate from which the past can be rubbed like a duster or a sponge, but human beings who carry their previous experiences with them and whose behaviour in the present is profoundly affected by what has gone before."
(Bowlby, 1951)**



Camp Craft Activity

What we need from you

As a Therapeutic Care Worker there is a high expectation placed on you to be “strong, committed and passionate” about your role. The young people are at the centre of everything we do – both for and with them. You are a role model, a listening ear, a warm and approachable person and potentially someone who could inspire and make a massive and significant impact on a young person’s life, their choices, who they are and who they can be! You need to promote, support and facilitate the creation of “happy memories” and have fun with them to do so.

You need to contribute as a team member but also be able to make decisions on your own without constant instructions, guidance or prompts. All the decisions you make must be in the best interest of the young people, justifiable and you must be accountable for what you do.

You need to be “outward thinking”, proactive, energetic and interested in the young people and their lives. You must be willing to go the “extra mile” to make a difference, find opportunities and activity ideas for them that will help them grow, develop and build confidence.

Your role is to make and maintain strong bonds between yourselves and the young people and build appropriate relationships that help them experience “positive attachments”.

You need to show, display and provide warmth, empathy and genuine care. The young people are very astute and will know if you “genuinely care” or if you don’t.

You need to be ambitious in your aspirations for the young people as this will assist them in striving for self-actualisation, positive outcomes and a happy life.

You should be practical, flexible, patient and non-judgemental with good time management and organisational skills, as well as having the mental strength to cope with and manage challenging situations alongside your own emotions and stresses.

You need to be computer literate or willing to work at building these skills as they are essential, you will also be required to develop good administration skills. The progression of the young people must be mapped and recorded, so it is essential that you do not have a “I don’t do paperwork” attitude.

Part of your role is to be a “life skills” role model, this includes teaching daily living skills such as budgeting, shopping, cooking and cleaning as well as providing them with the skills to live independently in the future, for example help with clarity on the benefit system, employment, further education, housing, and available adult support.

You will be required to work with the young people to build and develop their social and emotional skills, help them understand what a healthy “relationship” is and how you share and express your feelings in a safe and appropriate way.

As Therapeutic Care Workers we work with our young people to empower them to make positive choices and prepare them for “real life”, thus allowing them to make mistakes as long as they can learn from them. The following theoretical perspective, in relation to unconditional positive regard, should be at the forefront of our everyday working:

“We are their next chance, maybe their last chance, to be welcomed, understood and accepted. For a person to grow they need an environment that provides them with genuineness (openness and self-disclosure), acceptance (being seen with unconditional positive regard), and empathy (being listened to and understood), without these, relationships and healthy personalities will not develop. Our young people can achieve their goals, wishes and desires if the important people in their life help them”



**Supporting
young people to
gain life skills**

What's included in your role

In each home we have detailed shift planners/diaries/handover documents that will outline the specific daily duties and tasks that you will be required to complete, these will be specific to whether it is term-time (school days) or during holiday periods as some of the tasks will differ.

The following is a summary of some of your duties during term-time:

- Supporting all of the boys daily routines, including getting them up, promoting personal hygiene routines, meals, either school runs or activities.
- Supporting room cleans/developing of life skills/independence, promoting socialisation and supporting bed-time routines
- Supporting any family time contacts
- School runs or attending medical/other appointments
- Administering medications and accurately recording
- Supporting the plans on the activity planners
- Completing of day sheets for the boys and working with them on their targets
- Completing handover documents/ tasks
- Completing of all daily paperwork
- Completing budgeting requirements
- Completing any media checks
- Completing of daily room checks and daily housecleaning tasks
- Complete any food/other shopping needs. Complete meal preparation and kitchen hygiene/laundry duties
- Completing of any specific checks such as COSHH, Fire Checks/Car Checks- Including Fuelling up the Car(s), Sorting recycling, etc.

As well as completing the daily tasks, your role will also include being a Keyworker. This should be a privileged role for you with our boys, try to think out of the box and do that little bit extra to help create special occasions and opportunities for them, build strong bonds, show and display warmth, empathy and genuine care.

Your role will also include the following tasks/responsibilities:

- Completing keyworker sessions, placement planning, risk assessing and updating targets where required
- Completing weekly/monthly/lac reports
- Supporting education/homework, build relationships with the school, create educational opportunities within the home
- Promote and support the development of life skills, socialisation and appropriate friendships
- Updating the relevant section on the Health Action Plan
- Liaising and building appropriate relationships with the families, working to find out about special dates for boys and ensuring these are noted/marked, sorting and planning family time contacts.
- Devise programmes/targets/initiatives
- Complete multi-agency working(s).



Taking young people to activities



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