



## **SENIOR ROBUST SERVICES PRACTITIONER**

### **Job Description**

**Job Title:** Senior Robust Services Practitioner

**Reporting to:** Operational Team Leader

**Salary:** £25,000

**Hours:** Full time – 35 hours per week, various shift patterns including overnight and On Call Rotation as required.

#### **Purpose of the Post:**

The SRSP is a key new role within Fair Deal which has been developed to oversee and provide skilled direct support to individuals with very complex and varied needs, including behaviour that challenges. The role of the SRSP is to lead a team of support staff to deliver high quality, person-centred support to an individual within their own home and within the community where alternatives to traditional models of care may be explored and implemented.

In addition to line managing a team of support staff, The SRSP will work directly with individuals with complex and varied needs. The SRSP will play a pivotal role in working in partnership with a multi-disciplinary team, families and those being supported to ensure a robust and outcome focussed support plan is agreed and implemented. The SRSP role is key in coordinating the support of individuals and collaborating with partners and family members and engaging in ongoing communication and information updates.

Reporting to the Operational Team Leader, the SRSP will provide supervision and line management to their team of support staff, deliver direct support, and have overall responsibility for support delivery, planning and service-related paperwork. They have a responsibility for ensuring that they fully understand and are able to deliver support as per the individual's Support Plan.

#### **Key Responsibilities and Job Specification:**

Demonstrate in practice, Fair Deal's values – Empowering, Innovative, and Encouraging.

Implement Fair Deal's policies and procedures including absence management.

Create a person centre schedule and manage any changes required within this.

Provision of direct, person centred support.

Coordinate all support tasks.

Line manage a team of support staff and deliver feedback, regular supervision and appraisal.

Provide induction, mentoring and coaching to staff.

Plan and attend regular team meetings.

Be the link person liaising with Multi-Disciplinary Team, family, other professionals.

Carry out direct observations of staff practice and work together with the line manager, to provide staff with feedback and guidance in order to reflect and improve practice.

Ensure full understanding of the Support Plan and communicate accurately how the Support Plan is being delivered.

Assist in the monitoring and evaluation of the individual support plans.

Carry out audits of service quality as required.

Apply for and maintain registration with the SSSC at the appropriate time, as specified by the SSSC, and to ensure they comply with the SSSC Code of Conduct.

Ensure the service and support being delivered meet the standard as required in line with National Health and Social Care Standards, My Support, My Choice

Commit to continuous learning development for self and staff team members.

Report Writing as required.

Essential: SVQ3 in Care and at least 2 years' experience in a social care setting

Desirable: Driving License and previous experience in a management position.

Advantageous: Ability to speak Malayalam.

Prior to any unconditional offer of employment being made Fair Deal requires to have the following compliances satisfied:

- Two satisfactory references
- Satisfactory PVG certificate
- Compliance with Asylum and Immigration Act 1996
- Qualification/SSSC registration.
- Code of Practice for Social Service Workers Social service workers.