

Senior Practitioner

Job Level	2b	Kornferry Function	SC12
Directorate	UK Operations	Function/Service	Health & Care
Direct Reports	10	Indirect Reports	0

The Leadership and Management of our people is critical to us as an organisation. The responsibilities and expectations of Leaders and Managers at this level can be found in [Our Leadership Framework - RedRoom](#).

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. [Our Leadership Framework - RedRoom](#), along with [Our values and behaviours - RedRoom](#) and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness. You can read more about [Equity, Diversity & Inclusion \(EDI\) at the British Red Cross - RedRoom](#) here.

Purpose	The Senior Practitioner will support the Service manager to ensure the delivery and day-to-day running of a high quality of service, focussing on continuity and effectiveness. The Senior Practitioner will be responsible for carrying out supervision, assessment and case work for service users. This will include providing direct care and support to service users and mentoring and supporting staff members as their line manager and the on-going development of their practice.		
Budgetary responsibility/ accountability		Accountability for other resources	
Key Responsibilities	Service Delivery - To lead a team of Regulated Support Workers to ensure high quality care and support is delivered to service users in line with their individual care and support plan. - Support the Registered Manager with daily coordination and oversight of the regulated service, offering support and guidance to the team, supporting staffing allocation and recruitment, and actively identifying areas for improvement. - Deliver effective support planning with service users and/or family to ensure person centric care is provided and clearly outlined for Support Workers to adhere to. - To ensure that accurate and up to date records are maintained throughout the service, in accordance with specified regulations and guidelines. - Responsible for completing relevant assessment paperwork for service users to ensure practice and risks are successfully identified. - Responsible for attending reviews with service users, ensuring care plans are reviewed, recorded and implemented in line with legislation. Quality, Performance & Development - Contribute to the monitoring, evaluation and development of the service.		

	- Ensuring team adherence to policies and procedures regarding data protection and confidentiality. - To ensure service user feedback is sought by the team on a regular basis with both individual and groups of service users and through use of feedback questionnaires. - To regularly monitor and evaluate Support Plans including the Health & Medication file to ensure that they meet the agreed standards of relevant regulated bodies. - To work with the Service Manager to incorporate a culture of continuous improvement to ensure the team are delivering a high-quality practice. - To embed learning and communication around care practice issues between team members, managers and other key stakeholders. - To participate in shaping and implementing change in services and systems in line with current thinking and good practice guidance. Safety & Compliance - To be familiar with all emergency procedures and put these into effect promptly, giving priority to the safety of service users and staff. - To report all equipment faults or deficiencies in facilities, or procedures that will affect the safe and efficient delivery of the service. - To carry out Risk Assessments in relation to relevant areas of service user or staff activity and ensure team representation and participation at the Health and Safety Group meetings. - To ensure that the highest standards are delivered which comply with requirements of the relevant regulatory body for those services and with the BRC Quality Standards framework. - Register with the relevant regulatory body and achieve all required qualifications within timeframe of registering with maintaining all requirements of registration - Response for adhering to all terms of practice and codes of conduct as outlined by registered regulatory body as required. <i>The responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.</i>
Knowledge & Skills <i>*Essential</i>	- Currently hold/willing to work towards Regulated Service qualification for the region, including working knowledge of legislation and standards applied the services* - Able to build rapport and trust quickly with others* - Working knowledge of risk assessment and management processes* - Excellent interpersonal and communication skills, with a diverse range of audiences* - Excellent time and workload management skills of both self and others* - MS / IT Proficient* - Knowledge of the sectors which BRC operates within
Experience <i>*Essential</i>	- Experienced working with or leading a multi-disciplinary team in a regulated service* - Experience working with health and care professionals* - Experience providing care and support to individuals with a sensory or physical impairment, disability or additional care needs* - Experience working within the health / social care sector* - Experienced in Support Planning and Key Working

	• Experience in preparing written records, reports and plans* • Experience working within the charity sector and/or a large organisation
Additional requirements	• Hold a full UK Licence and have access to a vehicle • Able to work flexibly to the needs of the service, including evening and weekends

Pre Engagement Checks Highlight bold as required	
DBS- England & Wales	Adult/ Child/ Adult & Child Workforce/None
PVG- Scotland	Adult/ Child/ Adult & Child/ None
Access NI- Northern Ireland	Vulnerable Adult/ Child/ Vulnerable Adult & Child/None
Driver Check	Yes/No
<u>International Roles Only</u>	
International Police Check	Yes/No
International Driving Licence for manual cars	Yes/No

Role Reference		Review Date	
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We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.