

BREAKTHROUGH TRANSFORMATION TRUST

Charity Number 1148238

Mission Statement

Breakthrough Transformation Trust is a Christian Charity that exists to empower and equip individuals and families who experience difficulties, to take competent care of their lives and contribute to the wider community.

www.breakthroughtransformationtrust.org

Introduction

Breakthrough provides therapeutic health interventions, care and education, supporting our service users to overcome serious barriers in their lives and to be able to learn and be educated and receive work experience so that, on leaving, they can move into further/higher education, employment or training, or in the case of younger children, so that they can be reintegrated into mainstream education. All employees of Breakthrough Transformation Trust are required to uphold the Christian values and ethos of the Charity.

Safer Recruitment

Breakthrough Transformation Trust practices Safer Recruitment which ensures that our recruitment practices are inclusive, fair, consistent and transparent.

Job Description – Core Worker

This job description is subject to reasonable amendment from time to time as per the Core Worker Contract of Employment. Primarily the role of a Core Worker is to build a therapeutic alliance and work therapeutically with children and young people to help them feel safe and secure and to reduce anxiety.

Main Responsibilities:

- Preparing in advance of working with children and young people, by reading through their files, liaising with the student's "Go To Person", Team Leader, Head of Centre, Senior Occupational Therapist, the Disabilities and Special Educational Needs Lead, Speech and Language Therapist, Mental Health Consultants, Designated Families Worker
- Gaining a comprehensive understanding of therapeutic goals and how to achieve them, in consultation with the student's "Go to Person", Team Leader, Head of Centre, Senior Occupational Therapist, the Disabilities and Special Educational Needs Lead, Speech and Language Therapist and Mental Health Consultants
- When appropriate and required, working with teachers to plan, prepare and deliver learning and schemes of work
- Recording and reporting appropriately on the holistic development and progress of all students, ensuring Daily Reports and CPOMS are updated promptly
- Liaising, when required, with the Disability and Special Educational Needs Lead and SEND Support to contribute to EHCPs (Educational Health Care Plans)
- Where appropriate, having contact with other persons and professionals – in particular social workers, healthcare professionals, occupational therapists, CAMHS, educational and clinical psychologists or any other professionals who may be assigned to the students' wellbeing
- Where appropriate, to assist with developing risk assessments and be part of the reviewing and updating process

- Communicating, consulting and co-operating with relevant members of staff, including those having posts of special responsibility to ensure the best interest of students
- Providing guidance and advice to students on educational and social matters and on their further education and future careers; providing information on sources of more expert advice
- Ensuring high standards of professional practice through effective appropriate dialogue
- Attending meetings when requested
- When required, to work with students on an Outreach basis
- Adopting and working towards the implementation of the Charity's strategic plan
- Ensuring high standards of Safeguarding
- Ensuring you follow the Health & Safety protocols of the Charity
- Ensuring you handle personal data that you have access to, fairly, lawfully and securely, in line with the Data Protection Laws and uphold a duty of confidentiality
- Contributing to your professional development and that of other staff members
- Completing all mandatory training

Key Competencies and Personal Attributes

- Understanding the principles of excellent care
- Understanding of and ability to read emotional and behavioural needs and to respond to them skilfully
- Willingness to be flexible enough to combine therapeutics with aspects of learning and curriculum where appropriate
- Ability to respond appropriately to the unexpected
- Committed to continued personal and professional development, including obtaining relevant professional qualifications

All successful applicants will be required to provide an enhanced level DBS Disclosure before entering employment

Having a criminal record will not necessarily bar you from working with us. This will depend on the offence and the relevance of the offence in relation to the position applied for. The factors taken into account will include the responsibilities of the position, the vulnerability of the customer group, the nature of the offence(s) occurred and the age of the offender when the offence(s) occurred.

Personal Declarations

The position for which you are applying involves contact with vulnerable children, young people and adults. For these positions, you are not entitled to withhold changes of your name by Deed Poll, information about police cautions, "bind-overs" or any criminal convictions including any that would otherwise be considered "spent" under the Rehabilitation of Offenders Act 1974. Have you ever been convicted of any of any offence or "bound over" or given a caution? Any such information needs to be out in the open with us and will be considered but may not have any bearing on your employment with us. If any of the above apply to you please declare them in your application.

N.B: Breakthrough is strictly a non-smoking organisation and smoking or e-cigarettes/vaporisers are not allowed on any premises or in any vehicles used by the organisation.

Breakthrough Transformation Trust

Person Specification

Education and Qualifications	Essential	Desirable
GCSEs or equivalent, including Maths and English	X	
Qualification relevant to role - Level 3 and above		X
Experience		
Experience of working with students between 5 and 19 years – anywhere in the age range	X	
Experience with young people with mental health issues		X
Experience in delivering care support services		X
Knowledge and Understanding		
Up to date knowledge of contemporary educational issues	X	
Ability to employ a range of effective teaching methods and learning styles	X	
Knowledge of therapeutic methods		X
Skills and Attributes		
Ability to establish good working relationships with effective teamwork	X	
Excellent role model for staff and students	X	
Innovatory approaches to therapeutic/academic curriculum delivery	X	
Ability to generate ideas and drive initiatives	X	
Willingness to contribute to extra-curricular activities		X
Personal Qualities		
High expectations of students and colleagues	X	
Ability to motivate and inspire students and colleagues	X	
Enthusiastic and committed	X	
A passion for therapeutic teaching	X	
Open-mindedness	X	
A forward-thinking approach	X	
Excellent interpersonal skills	X	
Ability to be reflective and self-critical	X	
Able to display calmness under pressure	X	
Supportive of the Charity's Christian ethos	X	
Committed to making a positive difference to people's lives	X	
Excellent two way communicator	X	
Have personal integrity and the drive to do what is best for the students	X	
Good ICT skills	X	