



BIGGLE CORNER

ABA Lead / SEN Activity Organiser

Job Description & Person Specification



CHILDREN'S HOMES

Job Description

Job Title	ABA Lead
Reports To	Registered Manager
Direct Reports	None
Location	Biggle Corner, Biggleswade, Bedfordshire
Salary	£30,000 dependent on qualifications and experience

To apply: Please email Joanne Mcnamara to enquire (jom@swanchildrenshomes.co.uk)

Context:

Swan Children’s Homes provide high quality care for children with high and/or specialist needs, including Autistic Spectrum Disorder (ASD), learning difficulties and challenging behaviour. This position offers the chance to be part of a cutting-edge team working to give these children a better future through a specialist service, at the new residential children’s home, Biggle Corner, in Biggleswade.

Biggle Corner is an innovative, outcome-focused, specialist children’s home for children aged 7 – 12 years of age. At Biggle Corner, we are committed to creating therapeutic environments where these children can have their emotional, educational and treatment needs met in the best possible way. We facilitate highly integrated health, social care and education services to give the children we care for the best chance in life. Our service has been developed in partnership with The Centre for Outcomes of Care – a UK organisation specialising in bringing together knowledge, research and multi-disciplinary expertise to assess, understand and improve outcomes for the most vulnerable children in our society.

Our on-site resources include an assessment centre, state-of-the-art sensory integration suite and family accommodation, along with Residential Practitioners, ABA Co-Ordinator, ASD consultant, psychologists, therapists and healthcare professionals.

Responsibilities:

Promoting wellbeing and helping children and young people to achieve their potential

- Conducting 1:1 intensive teaching sessions along with paired and small group teaching sessions using ABA across a variety of settings as directed by the supervisor
- Responsible for production, organisation and maintenance of appropriate teaching materials and resources to support personalised targets
- Commitment to continuing professional development in ABA practice and theory, maintaining knowledge of the curriculum including the National Curriculum and working with children with autism
- To develop practices and work responsively to support children in achieving their potential
- To engage with the children in pursuing education, play, hobbies, and interests
- To participate in the development and implementation of individual treatment plans for the children
- To support children to manage themselves and recognise the impact of their actions using reflection
- To adhere to the philosophy of care and work within the guidelines and practice principles identified by Swan Children's Homes
- To positively engage with all safeguarding requirements and ensure any potential concerns are reported immediately
- To actively participate in the development of the home's therapeutic environment and ensure that the highest standards of care and education are provided for each resident

- To provide good primary care, as appropriate, ensuring that all the children are living in an environment which confirms their sense of worth and physical well-being. This care will include cooking, cleaning, laundry; helping the children at mealtimes, bed-times, bath times and with school activities; and other day-to-day tasks involved in looking after children
- To deliver education-based activities for children who are not currently accessing education
- To review interventions and data collection to ensure positive outcomes are achieved and accurately share this information with team and external professionals.

Relationships with children/young people

- To develop safe, supportive and nurturing relationships with the children
- To implement Swan Children's Homes' approach to 'parenting' in residential childcare
- To demonstrate at all times a clear understanding of personal and professional boundaries
- To support the child's relationships with other significant people in their life by fostering a positive approach
- To understand the range of challenging behaviors presented by the children and use positive behavior management approaches to respond. On occasions physical restraints will be required to safeguard the children or staff
- To set, promote and role model appropriate personal behavior for the children

Working as part of a team and with others

- To work together with others as a whole to ensure continuity in care
- To fulfil shared and specific responsibilities within the team
- To communicate appropriately and share information effectively
- To provide appropriate support and constructive feedback to others

- To contribute to team meetings and dynamic groups
- To maintain and promote good relationships with team members, management, external professional networks and the wider community

Legislation, policies and procedures

- To promote, practice and comply with all policies, procedures and instructions
- To support the management in ensuring the home can demonstrate that it meets the National Minimum Standards for children's homes
- To work to relevant legislation such as the Children's Act and the Children's Homes and Looked after Children Regulations
- To maintain the highest standards for record keeping

General

- To undertake specific pieces of work with the children as directed
- To participate in individual supervision, training and staff development opportunities as offered
- To undertake any other duties commensurate with the post as directed by management
- Be required from time-to-time to work additional hours as shall be reasonable to properly discharge your duties

This is not an exhaustive list of tasks – specific duties and arrangements may alter in response to residential reviews, care reviews and individual young person needs.

Person Specification

Job Title	ABA Lead / Activity Co-Ordinator
Location	Biggle Corner, Biggleswade, Bedfordshire

	ESSENTIAL	DESIRABLE
Education and Qualifications	<p>Good general education</p> <p>Extensive experience of working with children and young people with autism using Applied Behaviour Analysis</p> <p>ABA Qualification</p>	<p>Psychology degree or degree in relevant area e.g. Social Studies, Health & Social Care, Education</p> <p>Outdoor pursuits, sports or art-related qualifications</p> <p>Clean UK Manual Drivers Licence with 3 years of driving experience</p>
Experience	<p>Working in a team environment.</p> <p>Exercising appropriate decision making</p>	<p>Experience of working with children in a related field</p> <p>Experience of managing challenging behaviour</p> <p>Experience of positive handling techniques</p>
Skills and Abilities	<p>Must be suitable to work with children and young people</p>	<p>Recreational interests or hobbies that could be shared with the children</p>

	<p>Ability to deal with the physical and emotional demands of the work</p> <p>Ability to communicate in an open and positive manner and form appropriate relationships</p> <p>Ability to use work-based support</p> <p>Demonstrable self-awareness and a commitment to reflective practice</p>	<p>Embracing change and willingness to take on new tasks, roles or new ways of doing things</p>
Knowledge	<p>Awareness of safeguarding issues</p>	<p>Understanding of children's developmental needs</p>
Other	<p>Committed to safeguarding and promoting the wellbeing of children</p> <p>Committed to anti-discriminatory practice</p>	<p>Commitment to working in the community for at least 3 years. Stability is very important in addressing trauma from relationships</p>

*** Reasonable adjustments for applicants with a disability will be considered**

Useful Information

This section is for guidance only and is subject to change without notice. It provides information about some of the important terms of employment you may want to consider as well as the benefits package we typically offer.

Hours of work

Your normal hours of work will be 9:00am-17:00pm Monday to Friday. Staff are required to work some unsociable hours, including bank holidays, weekends and other times of the year including Christmas and New Year.

Holidays

The post attracts 28 days annual leave which includes 8 bank holidays.

Holidays are not approved during key times for the community such as over Christmas or during the community holiday. Exceptional cases will be considered by the Registered Manager and HR.

Meal breaks

We recognise the therapeutic importance of mealtimes and therefore the community at Biggle Corner takes meals together. The meals are nutritious and homely and are provided to staff free of charge. As far as is reasonable we will take into account dietary requirements.

Pensions

You will be automatically enrolled in the Swan Children's Home Pension Scheme at the minimum employee contribution as set by legislation or scheme rules (whichever is the higher) when you meet the criteria set by pension legislation.

You may increase your pension contribution to any percentage you choose. The organisation will contribute 3%.

Help with health costs

We provide a 'health cash back scheme' via an insurance provider. If you accrue everyday medical costs such as dentist checkups, eye checks, physiotherapy you can submit receipts to the provider and get some money back. The scheme offers around £50 a year for each of the medical cost types.

Life Assurance

We provide a life assurance scheme that provides 3 times your salary to your nominated person(s) following your death.