**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 chare of their lives and contribute to the wider community.

**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**

**Young Person’s 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 Occupational Therapist the Disabilities and Special Educational Needs Lead and possibly with the High-Level Speech and Language Therapist and Mental Health Consultants.
* Working together with other in-house and external professionals to develop effective communication with children and young people
* Willingness to work with parents, carers and external educational providers
* Gaining a comprehensive understanding of therapeutic goals and how to achieve them, again in consultation with the above professionals
* In response to the individual needs of the young people, some Core Workers will be working with teachers to plan, prepare and deliver learning and schemes of work
* To deliver Functional Skills on a one to one basis
* Promoting, assessing, recording and reporting appropriately on the holistic development and progress of all the 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
* Communicating, consulting and co-operating with other members of staff including those having posts of special responsibility and parents/guardians to ensure the best interest of students
* Advising and co-operating with the Teachers and Senior Management Team
* Ensuring high standards of professional practice through effective appropriate dialogue
* Ensuring high standards of Safeguarding
* Attending meetings when requested
* Contributing to your professional development and that of other staff members
* Ensuring you follow the Health & Safety protocols of the Charity
* Be willing to liaise with the Disability and Special Educational Needs Lead to contribute to EHCPs (Educational Health Care Plans)
* To help with developing risk assessments and when appropriate be part of the reviewing and updating process

*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
* Ability to deliver English Functional Skills

***All successful applicants will be required to provide an enhanced level DBS Disclosure (with Barred List) 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**

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| --- | --- | --- |
| **Education and Qualifications** | **Essential** | **Desirable** |
| GCSEs Levels A-C including Maths and English (or equivalent) |  | **x** |
| Qualification relevant to role - Level 3 and above |  | **x** |
|  |  |  |
| **Experience** |  |  |
| Experience of delivering English Functional Skills |  | **x** |
| Working with young people between 11 and 25 years – anywhere in the age range | **x** |  |
| Experience in delivering care support services |  | **x** |
| Experience in working with students who have special educational needs |  | **x** |
|  |  |  |
| **Skills and Attributes** |  |  |
| Ability to establish good working relationships with effective teamwork | **x** |  |
| Excellent role model for staff and students | **x** |  |
| Ability to generate ideas and drive initiatives | **x** |  |
| Willingness to contribute to extra-curricular activities |  | x |
|  |  |  |
| **Personal Qualities** |  |  |
| Champion of the Charity’s Christian ethos  | **x** |  |
| Ability to motivate and inspire students and colleagues | **x** |  |
| Enthusiastic, compassionate and committed | **x** |  |
| Open-minded | **x** |  |
| Excellent interpersonal skills | **x** |  |
| Ability to display calmness under pressure | **x** |  |
| Ability to be reflective and self-critical | **x** |  |