

RESIDENTIAL CARE



THIS IS WHAT
REWARD
LOOKS LIKE

Lincolnshire County Council is an organisation that is ambitious, people focussed and aiming for excellence. Our Vision is:

WORKING FOR
A BETTER
FUTURE

We'll do this by building on our strengths, protecting your lifestyle and being ambitious for the future.

We are an equal opportunities employer and aim to ensure employees and job applicants are treated fairly

Why join us as a Residential Care Officer?

At Lincolnshire County Council Children's Services, we recognise that our people are our most important asset and that if we're to continue providing outstanding services for children and their families, we need to invest in our residential care officers. That's why we aim to look after all our staff from day one.

As an Outstanding Authority, Lincolnshire County Council specialise in providing best in-house care and support for children and young people who have a diverse range of individual strengths and needs. This is an incredible achievement and something we are extremely proud of as it reflects the quality of care we deliver to the children and families we support across the County. We endeavour to create a homely environment that exceeds the needs of children and young people in our care, enabling them to express their characters, feel safe and enrich their lives.

The children and families that we work with face a range of challenges, and if you join us, no two days will ever be the same. We work very effectively with other agencies and services, to improve outcomes for our children and ensure that they receive the right help, at the right time from the right person.

Our purpose is to ensure that all our children achieve their full potential by putting them at the heart of everything we do. We:

- Focus on children's strengths and potential.
- Put children at the heart of decision-making.
- Work with parents and carers to develop the best service for their child.
- Support educational needs.
- Ensure that children are prepared for independence.
- Share best practice.
- Employ a highly multi-skilled and specialised staff team.
- Deliver support in the right place and at the right time.

OUR
COMMITMENT
TO YOU

We know that personal and professional development is key to enhancing your skills – and, ultimately, the services that the children in our care receive. You will be rewarded with a career defining opportunity to become part of an ambitious and growing service that is committed to staff retention, development and equality. We will provide you with the training, support and access to expertise and new skills that will enable you to provide the very best care for our children and young people.

It is an exciting time to work for us as we continue to fully embed Signs of Safety into all of our practice along side our work with children's and families. We also use social pedagogy, restorative practice and therapeutic parenting alongside trauma informed practice with the young people we care for.

START YOUR
CAREER
WITH US

Starting a new job is an exciting time, but can also be a daunting one as there is so much to learn. Lincolnshire County Council is committed to supporting our entire workforce to develop and thrive, but for new staff we think it is especially important to offer as much support as possible so that a new employee can find their feet over the first days, weeks and months of their new career. This is why our induction process is a combination of the corporate induction programme and the team induction.

Training and development opportunities

We know that personal and professional development is key to enhancing your skills and, ultimately, the services that the children in our care receive. So you can progress your career within the organisation, we have a range of management and leadership development tools that have been designed to help. Whether you're starting out in a brand-new career or are an experienced professional, we'll support your career progression at all levels.

All residential care officers are expected to hold or work towards either QCF level 3 or apprenticeship level 4 in residential care and young people after their probation period ends and is the staple qualification of our residential workers.

Leadership and management apprenticeship level 5 - this qualification can support your development to becoming a home manager in the future and we offer the opportunity for those wanting that step in their career.

We also give our staff the opportunity to work towards the forest school award which is an external qualification you can achieve to support working with children and young people.

We have a comprehensive training package for Residential Care Officers and we encourage you to access as much as possible. If you have an interest in a certain area we will support you to access training for that need. Some of the courses we offer are:

- LSCB 6 year safeguarding training pathway
- Medication training
- Fire training
- Emergency first aid
- Therapeutic crisis intervention
- Caring2learn
- Social pedagogy
- Restorative practice
- Therapeutic Parenting
- Trauma informed practice
- Signs of safety

Our homes

We have a number of different homes across our Residential Estate, in various locations within Lincolnshire. We currently have 5 Mainstream homes, 2 Supported Accommodation Homes, 3 Children With a Disability Homes and a Secure Unit.

Our dedicated staff are committed to nurturing the children and young people within our homes, working with multiple agencies to provide a holistic approach that's supports them to grow and develop socially and emotionally.

Some children will remain at our homes short term/long term, some will move on to live with family members, foster carers or semi-independent living. We strive to keep all of our children connected with their families with the hope of being able to live with their families once again.

ALBION
STREET
SPALDING



Our spacious 6 bedded home is the perfect place to play, explore and be curious. We have 4 lounge areas including a sensory room, games room and 2 living room areas complete with toys. All of our children have their own bedrooms and en-suite bathrooms. We have a fully fitted modern kitchen and the most beautiful dining room where everyone comes together to eat or chat. We have a huge garden/sensory space to play and relax. We regularly get friendly furry visitors in our adjoining paddock, such as deers and rabbits.

EASTGATE
SLEAFORD



We provide care for 6 children with emotional and/or behavioural needs and/or Mild Learning Disabilities between between primary school age and 18 years old. All of our children have individual plans that are designed to meet their needs and help them to heal. Some children will remain at the home long term, some will move on to live with family members, foster care or semi-independent living. We strive to keep all of our children connected with their families with the hope of being able to live with their families once again.

NORTHOLME

GAINSBOROUGH



We provide care for 6 young people who have emotional and behavioural difficulties. Our young people each have an individual plan geared towards meeting their needs and promoting growth and development whilst keeping their relationships with family at the forefront. We have created a homely space for our young people with personalised bedrooms, a spacious garden and a sensory room. Our team members come from different backgrounds and bring a wealth of knowledge and experience.

ROBIN HOUSE

LINCOLN



Robin House is a new 4 bedded home for children between 6 and 15 years old. We endeavour to create a homely environment that exceeds the needs of children and young people in our care, enabling them to express their characters, feel safe and enrich their lives. The model of care in our home combines trauma informed practice with social pedagogy, attachment theory and therapeutic care models to give our children the high level of care they need and deserve.

RIVERHEAD HOUSE

LOUTH



Riverhead House is a new 4 bedded home for children between primary school age and 18 years based in Louth. We endeavour to create a homely environment that exceeds the needs of children and young people in our care, enabling them to express their characters, feel safe and enrich their lives. The model of care in our home combines trauma informed practice with social pedagogy, attachment theory and therapeutic care models to give our children the high level of care they need and deserve.

DENTON
AVENUE
GRANTHAM



Denton Avenue provides semi-independent accommodation for young people who are looked after by LCC. The accommodation comprises of two semi-detached and offer private space and a communal living space. The young people are all offered a support to independence programme for a period of up to two years or by their 18th birthday. All residents are aged between sixteen and eighteen and have been a Child in Care for a period of at least 6 months.

ROWSTON
CLOSE
GAINSBOROUGH



Like Denton Avenue, Rowston Close provides young people with a safe and nurturing environment which will maximise their opportunities to acquire the necessary skills to live independently. The home will provide a supportive environment for young people to begin to familiarise themselves with some of those life experiences which are often difficult to manage alone as young people in care. The resource plans to broaden the experiences of young people as they continue their journey towards adulthood and independence.

THE
BEACON
GRANTHAM



The young people accommodated in our home, aged between primary school age and 18 years old have been identified to have a disability and/or complex health or medical need. The Beacon is specifically designed to have specialist equipment and facilities to meet range of different needs. Our home is a fun and welcoming place to work whilst ensuring the welfare and safety of the young people is paramount. We work closely with external services such as CAMHS and Occupational Therapy to promote a Multi-Disciplinary approach.

HAVEN
COTTAGE
BOSTON



We provide overnight short breaks to young people, between primary school age and 18 years old who have learning disabilities, physical disabilities, challenging behaviour or complex health needs. Our aim is to provide a safe, nurturing, caring and homely environment for all our young people and to promote inclusion and participation through a variety of activities. We aspire to be a 'home away from home,' we hope that it will broaden the young person's horizons, as many of our young people have limited opportunities to be away from their regular carers.

STRUT
HOUSE
LINCOLN



Strut House provides safe, warm, nurturing and empowering overnight short break care for children and young people between primary school age and 18 years old with a range of severe and complex disabilities. We aim to work closely with families, schools and all other professionals involved in promoting the holistic wellbeing and development of each child and young person.

SECURE
UNIT
SLEAFORD



We are one of the 14 individually managed secure Children's Homes throughout England and Wales encompassing a range of services in a secure environment that supports the individual needs of the child. Our twelve-bedded Local Authority Secure Children's Home provides full residential care, educational facilities and healthcare provision in a high quality, safe and therapeutic environment for boys and girls usually between 11 and 18 who are placed with us via the courts for Youth Custody or Welfare reasons.

OUR OFFER

Along with a generous Rewards and Benefits Scheme, we offer competitive salaries with generous annual leave entitlements:

- **RCO 1 – £29,093 - £31,586**
25 days leave + bank holidays
- **RCO 2 – £31,586- £34,314**
25 days leave + bank holidays
- **RCO 3 – £37,938 - £41,511**
28 days leave + bank holidays
- **Assistant Home Manager - £41,511 - £45,718**
28 days leave + bank holidays
- **Home Manager - £50,788 - £58,188**
28 days leave + bank holidays

Benefits

We offer a good salary, in conjunction with a decent rewards and benefits package that reflects our commitment to you becoming part of our team. We also have a fantastic Local Government Pension Scheme, which you'll find hard to beat.

In addition to our salaries we also pay:

- A sleep in allowance of £41.78 per night
- Overtime at time and a half
- 45p per mile if you use your car for work purposes

This means that on average you could have the opportunity to earn an extra £5,000 - £10,000 on top of your annual salary.

As well as the above you will get an additional 5 days leave after 5 years of working with the Council. If you feel that the above isn't quite enough or you have a special holiday that you need extra leave for we do offer all staff the option to purchase an additional 5 days.

What our staff say

I started as a relief worker in 2001 after I had finished university and I worked at 3 different homes to begin with. This was good as it showed me how all the homes worked and a wide range of children with lots of different needs. I then was employed at one of the homes full time and stayed there for a year but carried on doing relief at the other homes when I could.

This enabled me to really understand what residential was about and all the skills and knowledge I gained at all the homes was invaluable. I soon realised I had a real passion for this work and the difference I could make to the children's lives. I undertook all the training that I could and took a full taken position at Northolme. From there I was supported by my manager to compete the level 3 and level 4 qualification and the development opportunities were amazing. I worked through the ranks and soon became a level 3. Here I was given more responsibilities and it was the start of my management career. I developed my mentoring and leadership skills whilst in this role and became assistant manager in 2016.

I had opportunities to partake in new projects for residential and was able to offer new ideas about policies and procedures which were listened too and promoted. I felt like I was a part of something bigger and made a difference to the children's lives. I worked hard and completed the QCF 5 in leadership and management and was rewarded with the opportunity to manage Northolme which is where I am now. I wouldn't dream of any other career other than residential, I've been here 20 years now and it really is one of the most rewarding jobs you could ask for.

Gemma Benson - Home Manager



This role is the most emotional job I have ever had. I feel privileged that I am able to work so closely with these children and really see the impact that I can make in helping them become the best they can be.

Kirsty Benson - RCO1 - Robin House

Being a part of making memories with our children is one of my favourite parts of the job. Taking a child to the beach for the first time, waking up on Christmas morning with them... I feel honoured that the children allow me to be part of their lives.

Stacey Brown - RCO2 - Northolme

If working within our children's residential homes sounds like the career for you, please go to our jobs page, search for our residential care vacancies and apply.

When completing your application, we recommend you use the job description and person specification to help you demonstrate in your personal statement that you have the skills and qualities we are looking for.

If you would like to keep up to date with our latest news and vacancies then follow us on:

- Instagram
- Facebook
- Twitter

We would love to offer you the opportunity to hear more about why working in one of our teams should be the first step in your career.

Our current residential care officers are more than happy to talk about the role and the opportunities working here brings, and we appreciate that you may have questions so please get in touch to find out more by emailing residential.recruitment@lincolnshire.gov.uk



It's all about the young people that we support. Below is a case which highlights the important work we do to enhance and improve the lives of our young people.

Our children

Child A came to us when they were 9 years old, they are now 12 years old. As we reflect over that time, we can see so many personal achievements. With our support and their determination, they have achieved some amazing things.

Entered year 8 at school with amazing attendance records

Prior to moving into the home child A had missed over 2 years of education with very sporadic attendance in his early years too. Over time we have worked really closely with education teams to find the right type of education placement for child A as well as supporting them day to day to develop those vital skills and knowledge he had missed. We can honestly say that school is now a fundamental, positive aspect of their life with amazing attendance. Child A has developed trusting relationships with the school team, he is starting to express when he is finding things hard and works with them to overcome barriers. We work extremely closely with the school team and speak most days to ensure we can support child A in the most effective way.

Child A has recently become a member of the local army cadets. This is a role that he is taking very seriously and is showing strong commitment towards.

The unit is providing a great opportunity for social development and we hope that their adventure training will come in handy! Child A would like to explore this as a future career as well as the police force.

First developed in the Alps to enable climbers to tackle some of the most difficult routes and provide access to peaks that were previously inaccessible, Via Ferrata, which is Italian for "Iron Road" is a permanent structure built onto the mountain side. Steel cables, rope ladders, iron rungs, and even steps carved into the rock are used to create a permanent route up. Child A, along with some staff and young people from the home completed this course in 2021. This was no walk in the park; it required trust, confidence and team work. This was the end result of child A's commitment to our in-house adventure training which helped support and develop those vital skills. What a fantastic memory!

Last but by no means least and as part of our in-house team challenge Child A was involved in a race for life in September 2021. Not only did he raise money for Cancer Research he completed the 5K course in 26 minutes and crossed the line in first place!