



Willowgrove

Short Breaks Children's Home

Additional Information for Prospective Candidates April 2025



Thank you for your interest in our short breaks service, Willowgrove.

Willowgrove is a short breaks residential children's home based in Banbridge for over 20 years.

Willowgrove provides a range of short-term overnight breaks to children and young people aged 10-18 years old with disability. It gives parents and other family members a break from their caring role, in the knowledge that their children are in a safe and nurturing environment with opportunities for fun experiences and social activities, whilst receiving the highest level of care.

Willowgrove is open 6-7 nights per week, providing breaks to a range of children with different needs, age, and abilities each night; with up to 4 children at any given time.

Aim and Objectives

Overall Aim

Willowgrove provide a range of short-term overnight breaks to children and young people aged 12-18 years old with a disability to help maintain family placements. The children may also have a range of medical and in some cases physical needs. The aim is to provide a positive short break for children that:

- supports their development
- is an opportunity for fun and social opportunities

Objectives

To work in partnership with children, young people, families, professionals, and Southern Health Social Care Trust (SHSCT) to provide secure and positive short breaks for children that enables them to achieve positive outcomes.

- To ensure that families and carers feel confident in the Service provided and are supported in managing family life.
- To work alongside families, schools, and communities to provide positive opportunities and experiences for each child that enriches their life and supports them in reaching their potential.
- Provide a physically safe and comfortable place for short breaks and to safeguard and promote the welfare of each child.
- Provide high standards of care appropriate to the individual needs of a young person as identified in their care plan.
- Listen to and respond to children's concerns and encourage them to express their views and opinions. Ensure each child's rights and individual needs are respected.
- Encourage children to participate in social and leisure activities.
Encourage children to be part of decision-making regarding activities.

Facilities and Services

Willowgrove

Willowgrove is a modern accessible property that has been developed with the needs of children with a disability in mind. The home is situated in a cul-de-sac in an established housing development. The location is within easy reach of local amenities such as schools, public transport, play areas, shops and leisure facilities.

Service

Willowgrove will provide short breaks for a maximum of 4 children/young people at any one time. Overnight residential care is provided six nights per week.

Each placement will be carefully considered and matched to meet the needs of the individual children to provide a positive experience. Each child will have an individual programme of care focusing on their physical, emotional, social, and developmental needs.

Be Part of a Team

At Willowgrove you will be part of a team consisting of, a Registered Manager, a Deputy Residential Manager, Senior Residential Care Worker, and a team of Residential Childcare Workers. The service is also supported by an administrator, and housekeeper.

As a residential children's home, the team work a range of shift patterns to meet the needs of the children. This includes regular weekend working. The shift patterns available will include early morning shifts, full day shifts, evening shifts and 24-hour sleep-in shifts, alongside a waking night shift.

During a typical day at Willowgrove, there will be at least 3 residential childcare workers on shift. At nighttime, there will always be one 'waking night' staff member and either a 'sleep-in' or second 'waking night' staff member.

Feel Supported and Valued

Supervision & Development

As you will be joining a new team, we have planned a full induction programme for all new staff members. This will include Health and Safety, First Aid, Safeguarding, Disability Awareness, Trauma Informed Practice and Attachment Training.

You will complete mandatory training during the first six months of employment and undertake refresher and advanced training throughout your career at Barnardo's.

Be Part of a bigger Organisation

Willowgrove is part of the portfolio managed by an Assistant Director Children's Services (ADCS), Barnardo's NI who reports to The Director. The ADCS will manage the Children's Services Manager who will have overall responsibility for the Home.

Director of Northern Ireland (Registered Provider)

Assistant Director of Children's Service

Monitoring
Officer

Children's Services Manager
(Registered Manager)

Deputy Residential Manager

Senior
Residential
Worker

Residential
Childcare
Workers

As and When
Childcare
Workers

Administrator

Housekeeper

Student Social
Worker/
Volunteer

Ethos and Philosophy

Barnardo's believes that all children and young people have the right to live a full life. We believe in the importance of key relationships within the child's life and will strive to maintain and develop these relationships with family, school and community. Willowgrove operates in an attachment-based trauma responsive, and relationship focused way and all staff will be trained in these theories.

Involvement with each child and young person and their family will be guided by Barnardo's Basis and Values Statement. This states that we are committed to:

- Respecting the unique worth of every individual
- Encouraging individuals to fulfil their potential
- Working with hope
- Exercising responsible stewardship

These values, enriched and shared by many people of varying beliefs or faiths and philosophies, provide the basis of our work with children, their families, and communities.

- Barnardo's believes that all young people have a right to be protected from abuse, neglect, and exploitation. We recognise that many young people we may work with in Willowgrove are particularly vulnerable.
- Barnardo's believes in working in partnership with parents and carers.
- Barnardo's believes in full, open, and honest consultation with young people, and will provide regular opportunities for residents to share their feelings on Short Breaks at the Home.

The approach is needs-led, recognising the role of Willowgrove in meeting the needs of the children who come to stay and the parents and other family members for whom the child's stay in Willowgrove is a break from the caring role.

Much of the work in Willowgrove is practical in nature– ensuring that practical routines in relation to mealtimes and personal care are continued. There will be active commitment to delivering this care in a sensitive and nurturing way whilst also supporting the child's emotional wellbeing.

Willowgrove operates under a Social Model of Disability where all the children and young people are afforded opportunities to try new things and be involved in decisions about their care.

Willowgrove is intended to be an enjoyable break for children as well as for families. Staff members will try to ensure that time in Willowgrove is stimulated with constructive and imaginative play opportunities and outings which are inclusive of all young people attending for overnight breaks.

As Willowgrove is a group living environment, the young people will be encouraged to interact and spend time together. However, the home is designed to provide separate living areas to enable the young people to have their own spaces outside of their bedroom if needed.

Role Specific Information

You will have received a Residential Project Worker Job Description and Person Specification. This is a generic role in use throughout the organisation which Barnardo's uses when advertising for such roles. When completing your application form, please refer to the skills, knowledge and experience required as detailed in the Person Specification and any further information included in this Additional Information Sheet. This should be done with an understanding of the context of the service described.

At Willowgrove you will:

- Work closely with your colleagues to provide excellent care and support to all children and young people coming to the home for short breaks.
- Ensure knowledge and understanding of each child's needs and plan together with colleagues to ensure a safe and enjoyable experience.
- Work collaboratively with parent's/carers in the development and delivery of care plans for the children and young people using the service
- Engage in all training and development to meet the requirements of the regulator, RQIA and the Children's Home Minimum Standards.

Essential Criteria

In your application, you must demonstrate that you possess the following essential criteria:

- Experience of working with children and young people (does not have to be gained in a formal employment setting)
- Experience of keeping records/daily notes or contributing to reports.
- Experience of working within safeguarding policy and procedures.
- A valid driving license or alternatively be able to demonstrate how you can meet the mobility requirements of the post

Desirable Criteria

- Level 3 qualification or above in a childcare/healthcare/social science related subject
- Experience of working with children and young people living with a disability
- Experience of working in a residential setting

Supplementary Information

There are a number of permanent positions in the service, these are predominantly 30 and 37 hours per week. There is one waking night position. The hours will be worked as part of a rota, ensuring cover within the home across the week. Shift patterns will include sleep-in and waking-night shifts. Applications for As and When contracts, annualised hours or part-time hours will also be considered.

Applicants must be registered with the NI Social Care Council (NISCC) or willing to register by appointment.

The rota will be staffed by a team of Residential Childcare Workers and supported by the Senior Residential Worker. Both Deputy and Registered Manager will be present in the home across the week.

An example of typical shift times

Sleep in: 1pm-11pm, (sleep in) then 7am-2pm

Day/evening: 1.30pm-10:00pm

Waking Night: 10pm-9am (waking night)

Morning: 7am-2pm

Salary

A competitive salary starting from £13.58/hour (£21,196.54 annually for 30 hours) and rising up to £15.31/hour (£23,889.50 annually). The full-time equivalent salary ranges from £26,142.40 - £29,463.72 FTE per year. Additional payment of £62.64 for every sleep-in shift undertaken.

Premium waking night is payable at a rate of 'time plus one third' for all waking night shifts.

Location

Banbridge