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***CAREER DEVELOPMENT PATHWAY***

**Supporting Documents**

* Silver Line Homes – Recruitment and Retention Strategy

**Introduction**

Working with children and young people is one of the most important jobs we can do. As Residential Home Practitioners, we have a responsibility and the opportunity to ensure that **all the actions of the home contribute to significantly improved outcomes and positive experiences for children and young people who need our help, protection and care**.

This career pathway plan has been developed as part of our Recruitment and Retention Strategy and relates to all residential home posts in at Silver Line Homes. It aims to provide clarity about the criteria and processes to be followed in order for residential workers and Managers to progress between: -

* Level 1 – Senior Residential / Team Leaders
* Level 2 – Deputy Home Managers
* Level 3 – Registered Home Managers

It also seeks to explain the different career pathways that exist beyond Level 3 and how you could achieve them. This document should be read in conjunction with the job profile(s) for the roles.

Progression between the levels of Residential Practitioners does not automatically happen after a set period of time within a post. Some practitioners will take longer than others to progress through the levels, particularly between Level 1 and Level 2 and indeed, some workers may decide to practice at a Level for a number of years without wishing to progress. It is acknowledged that this approach has high value both in consistency and in the experience such workers bring.

A staff member’s readiness for progression to a more senior level will be decided by their Line Manager in conjunction with the staff member themselves with input from a Registered Home Manager or Senior Management Team.

It is important that we do not view ‘career progression’ as simply a process to be ‘got through’ or as a tick box exercise. We believe it is important that we, (both employer and worker), take every opportunity to embed good practice; broaden skills and knowledge and evidence our good work as children’s social care professionals.

**Succession Planning**

We are serious about developing, supporting and encouraging our staff to be the best Children’s Home practitioners they can be, and this process seeks to support that commitment. We also want to ensure that we have talented individuals ready and willing to apply for our managerial and advanced practice posts in new homes that we aim to open. Our commitment is to provide good quality practice placements for new residential care workers, and a framework for continued development and learning for Residential Home workers who wish to progress in their Children’s social care careers.

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| **Current Level** | **Mandatory Training required for transition to level…** | | **Development Days** | **Portfolio Evidence** | **Transition to next Level** |
| 0 | 1 | Adverse Childhood Experiences  Aspiration and Strength-based approaches  Professional Boundaries  Restorative Justice  Setting Boundaries | Attendance over 60% | * Training certificates * Case Studies that demonstrate ability to work at the next Level (based on job profile) * Recent Appraisal with outcomes at GOOD or OUTSTANDING | * Interview with Deputy Manager and Registered Manager * Skills-based Assessment |
| 1 | 2 | Advanced Safer Caring and Risk Management  Assessing and Managing Risk  Care Planning and Permanence  Child-centred approaches  Designated Safeguarding Officer training  Effective time management |
| 2 | 3 | Analytical Report Writing for Supervising Social Workers  Managing Placement Breakdowns  Observation Skills and Report Writing  Psychologically informed environments  Safeguarding and leadership  Therapeutic approaches to Caring for children and young people | Attendance over 80% | * Interview with Registered Manager and Responsible Individual / Senior Management * Skills-based Assessment * Completed Ofsted Children’s homes: Fit person questionnaire |

**SILVER LINE HOMES - CAREER DEVELOPMENT PATHWAY**