

St CHRISTOPHER'S CREATING BRIGHTER FUTURES

Job title: PEOPLE DEVELOPMENT TRAINER – care and support for children and young people

Location: London

Report to: People Development Manager

Our vision is for every child and young person to be safe, loved and happy, to achieve their potential and have a bright future.

Our mission is to create brighter futures for children and young people by

Caring about children, young people and our colleagues.

Being **Respectful** of every individual and value the strengths in everyone.

Being **Professional** and committed to reflection and continuous learning.

Being **Flexible** and agile so that we can be fit for the future.

Being **Honest** about what we can do and optimistic about the future.

Being **Creative** and passionate about positive change.

Overall Job Purpose:

We aim to equip operational staff at the entry phase of their career with us to provide a high standard of consistent care and support to children and young people, and further to develop the talents and skills of staff beyond this phase, for the benefit of their career development and for the benefit of children and young people.

St Christopher's is committed to Social pedagogy as the underpinning methodology for its work with children and young people. We are committed to sustaining and developing a Social Pedagogic approach to inform our training programs, and ensuring all staff and key stakeholders have an understanding of this approach.

1. Key Responsibilities:

- 1.1. Coordination and delivery of Social pedagogic informed training for operational staff working with children and young people, at entry phase. This includes ensuring relevant models of training are sustained and reviewed in the UK and Isle of Man.
- 1.2. Lead and Support activities for residential care staff undertaking assessment of their practice for Diploma qualifications
- 1.3. Coordination and delivery of Social Pedagogy awareness training for key internal stakeholders, including: senior management team and trustees; social work staff working with carers, and non-operational staff
- 1.4. Coordination and leadership of a Social Pedagogy Talent pool of internal volunteers who can co-facilitate or facilitate internal training
- 1.5. Support for managers to sustain Social Pedagogy in practice through training, feedback, and review activities. This may include managing external relationships with partners and agencies that can support this aim.
- 1.6. Coordination and leadership of a Talent pool network and development of activities for managers and staff development beyond the entry phase aimed at continuously developing best practice in the context of Social Pedagogy and aligned with St Chris strategic aims.
- 1.7. Work together with People Development colleagues to ensure training needs of staff are met and KPIs are produced
- 1.8. Undertake evaluation of the impact of Social pedagogic informed training
- 1.9. Keep yourself up to date with Statutory changes, guidance, research and best practice relevant to training content
- 1.10. Support the Director of Strategy & Development and team in the development of key messages and communications to internal and external stakeholders.

2. General

- 2.1. Adhere to St Christopher's Health and Safety policy at all times.
- 2.2. Adhere to all relevant financial procedures and report any discrepancies to your manager immediately.

- 2.3. Promote and implement all of St Christopher's policies and procedures and report to a line manager, or other appropriate person, malpractice or evidence which may suggest it.
- 2.4. Positively promote all aspects of diversity in line with St Christopher's policy and good practice guidance.
- 2.5. Actively participate in appraisal and supervision as required.

The duties as outlined in this job description are not exhaustive and are likely to change from time to time due to the changing nature of the working environment. You are expected to carry out all appropriate tasks necessary to meet the needs of the services or as may be requested by the Chief Executive

Person Specification

The following are objective criteria, essential for the performance of the role, which will be used to shortlist candidates for interview. You should ensure that you cover these criteria in the supporting statement that forms part of your application form.

	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
EDUCATION & TRAINING	Have had Safeguarding and CSE training within the last 3 years.	Educated to degree level in a relevant subject.	
EXPERIENCE	Experience of delivering training and a demonstrated good standard of training and facilitation skills.	Have experience of direct work with children and young people, in residential and/or fostering settings.	A – I
KNOWLEDGE	Knowledge of the childcare sector and especially the background and experiences of children in care and young people leaving care or at risk.	An understanding of Social Pedagogy principles and a commitment to 'Head, hearts and hands' practice.	A – I
SKILLS	Excellent communication abilities, critical technique and evaluation skills.		A – I
	Creative and ability to use initiative and improvise.		I
	Good organisational and coordination skills.		A – I
	Ability to promote team work, and network across teams and across different levels to achieve shared goals.		A – I
	Excellent admin and IT skills with ability to use data systems, excel, and PowerPoint.		A – I
SPECIAL REQUIREMENTS	Ability to occasionally travel around the UK and IOM.		A - I
		Hold a valid Enhanced DBS registered in the Update Service	A - I

A – Application

I – Interview/Presentation