**Mockingbird programme: Hub Home Carer Role and Responsibilities**

Introduction

The role of the **‘hub home carer’** is crucial to the success of the Mockingbird programme.

This role is rewarding but also demanding and unpredictable. Due to the demands of the role, Hub Home carers carers have one day off per week and one weekend off per month from their hub home carer role.

It is a role for approved foster carers who are experienced, flexible and open to responding to emergency situations at any hour of the day.

Due to the organisation and planning needed to make a constellation work effectively, as well as the day-to-day support care offered to children, young people and carers in the constellation the hub home carer/s need to be extremely organised and capable of prioritising the needs of a complex group.

A key factor in the success of the hub home service is the hub home carers’ understanding of the constellation as a form of extended family.

Please see job description below for details should you wish to express an interest in becoming a ‘hub home carer’ for Rotherham.

If you are an approved foster carer/s for Rotherham you may prefer to speak to your supervising social worker before you submit an expression of interest.

If you would like to discuss anything outlined in this job specification further please do not hesitate to contact a member of the fostering team on 01709 822

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| **Job Specification** | **Essential** | **Desirable** |
| Hub home carers must be approved foster carers and have the skills and experience to fulfil the role. | **√** |  |
| Hub home carers should see their role as one of leadership and as a model of good practice. | **√** |  |
| Hub home carers will have completed their preparation training, post approval induction period and the national Training Support and Development Standards. | **√** |  |
| Hub home carers will be committed to ensuring they continue to meet the training requirements of their role as required from within the service. | **√** |  |
| Hub home carers should have access to their own transport to be able to fulfil the demands of the role. | **√** |  |
| Hub home carers will have experience of creating comfortable home environments and will need the ability to develop authentic relationships with children of different ages, ethnicities, and genders. | **√** |  |
| Hub home carers will have the ability to build strong and collaborative professional relationships with those connected to them as well as carers and children in their constellation. | **√** |  |
| Hub home carers will have knowledge in children and young people’s behaviours, safer care strategies and communicating with professionals about high-risk situations. | **√** |  |
| Hub home carers will understand their role as a member of the professional team around the children within their constellation. | **√** |  |
| Hub home carers need to be energetic and resourceful with emotional stability and adequate sources of support. | **√** |  |
| Hub home carers will need to be able to offer flexibility within their role to:   * accommodate requests for crisis support care from the satellite families * accommodate children and young people’s schedules * provide transport for families to attend activities at the hub home * host contact sessions with birth families * work around satellite families’ schedules when setting up times to talk. | **√** |  |
| Hub home carers must be able to plan, co-ordinate schedules, organise events, arrange catering and host monthly constellation events in their own home. | **√** |  |
| Hub home carers will need to be creative and flexible in encouraging satellite home families to participate in events and feel confident in mediating and dealing with conflict. | **√** |  |
| Hub home carers must be good at creating situations that help satellite carers and the children or young people they care for to feel important and valued. | **√** |  |
| Hub home carers will have a good understanding of legal processes if required to give statements or present in court proceedings along with a child or young person’s satellite carers. |  | **√** |
| Hub home carers must be able to keep clear records of support care offered and ensure that they are always working within the bounds of delegated authority. | **√** |  |
| Hub home carers need to be able to build a sense of community and belonging so that satellite carers feel like valued members of the constellation. | **√** |  |
| Hub home and satellite carers need to communicate effectively to ensure that there is continuity in safer caring practices and what behaviour is expected of children and young people while they are at the hub home. | **√** |  |
| Hub home carers should be proactive in maintaining contact and regularly checking in with satellite home families. | **√** |  |
| Hub home carers will be able to plan and offer support with the aim of averting crisis situations or placement breakdowns. | **√** |  |
| Hub home carers are responsible for maintaining and circulating a calendar of monthly events, meetings, social get-togethers, training, support sessions and activities for children and young people including their own availability for respite. | **√** |  |
| Hub home carers should offer support care and sleepovers for children in their constellation as needed 24 hours a day, seven days a week in the event of emergency situations or as part of the child’s care plan. For example:   * drop off one child/young person while another child/young person is taken to an emergency doctor appointment * have children/young people picked up from an external event and taken home for a few hours while dealing with a short-term crisis * have a few hours of respite to recover composure when a child/young person is being very challenging * arrange for a child or young person to stay overnight at the hub home due to unforeseen emergencies or the escalation of tensions in the satellite home which could typically be for 1 – 3 nights | **√** |  |
| Hub home carers should be able to offer children extended periods of care if their substantive placement breaks down and until an alternative placement can be sought for them. | **√** |  |
| Hub home carers must be able to form relationships with children of all ages regardless of their ethnicity, culture or individual care needs. | **√** |  |
| Hub home carers must be comfortable talking with adults and forming professional relationships with all members of the team around the child. | **√** |  |
| Hub home carers to ensure anti-racism and anti-discrimination practices are embedded within the constellation. | **√** |  |
| Hub carers should be committed to providing a welcoming environment for birth-family or sibling visits. | **√** |  |
| Hub home carers have two open beds, preferably in separate rooms, that are available for emergency and planned support care and sleepovers as needed by the constellation. | **√** |  |
| Hub home carer coordinates training, mentoring and coaching/peer support activities for satellite carers. | **√** |  |
| Hub home and satellite carers (with support from the corporate parent) will offer support care if a placement crisis or disruption occurs for a child or young person. | **√** |  |
| Hub home carer works with the satellite carers to normalise support care and sleepovers as an opportunity to develop and preserve healthy relationships, placements, a sense of community and permanency. | **√** |  |
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The goal of a hub home carer is to support members of their constellation to achieve stability and continuity of care for children and young people in care by building on their support network through the constellation.

To support hub home carers in their role they will receive a competitive rate of pay from the Fostering Service (please ask for further details at application/submission stage).

You will receive a high level of support from your Liaison Social Worker (SSW) and other hub home carers already established to help build confidence and knowledge of the role from the outset.

Once relationships have become more established within the hub, it is anticipated that satellite carers will offer additional support (practical and emotional) to you and/or other members of the Constellation.

And lastly, support will also be available from the Fostering Network in terms of the provision of training, helping to establish the hub home, reviewing constellations and for advice and guidance purposes. This will be facilitated by the hub home liaison worker and or the fostering service as appropriate.