



Mockingbird Hub Home Carer - Role Description

Expectations of a Hub Home Carer:

Knowledge and Expertise

Hub Home carers must have experience in fostering and an ability to provide care for a diverse range of children. Applicants should have completed (or be willing to complete on next available course) QCF, Confidence in Care and Nurturing Attachment (3 modules).

Sleepovers and Support

The **hub home carer** should have 2 vacant beds, ideally in separate bedrooms. The **hub home carer** will provide sleepovers and day care support to the constellation and be responsible for managing the hub home monthly calendar. The **hub home carers** will work with **satellite** carers to normalise support and respite by using the terms “family time” and “sleepovers” in line with the Mockingbird programme. The **hub home carer** will need to prioritise the needs of a complex group, managing group dynamics and bring the group together as an extended family.

Foster with Flintshire
make a difference to a local child

Availability

The **hub home carer** should be available to support the Constellation 6 days a week and be available at weekends for Constellation support apart from 1 weekend per month (the non-available day and weekend to be negotiated and planned with the **Mockingbird Supervising Social Worker**). Applicants should be available to undertake the role for a minimum of two years. The **hub home carer** should have no other work commitments. Other caring commitments will be considered on a case-by-case basis eg. full time placements, birth children, grandchildren.

Professional, resourceful and pro-active

The **hub home carer** will work in partnership with Foster carers and Social Workers to problem-solve, increase safety, well-being and placement stability. You will build a strong and collaborative relationship with the **Mockingbird supervising social worker** and meet regularly to feedback on the constellation stability. The **hub home carer** will build a bridge between the Flintshire Social Services and carers if needed. **Hub home carers** should be proactive at sharing information and ideas about how best to support children and young people's development and how best to respond to challenging behaviour. **Hub home carers** should be able to provide support to carers on a wide range of fostering challenges and sign-post to useful resources to improve the outcomes for children and young people including Health and Education.

Record keeping

The **hub home carer** will keep accurate and timely activity logs and records of all care provided to children and support satellite carers. **Hub home carers** will be required to contribute to reports as required. **Hub home carers** should have a good standard of verbal, written and computer skills, with the ability to record information appropriately and accurately, contributing to court assessments and the case management system.

Delegating and self-care

Hub home carers may find **satellite** foster families seek a great deal of emotional and practical support. To cope with these demands the Mockingbird **hub home carers** need to be able to take time off from the role and delegate tasks to a deputy carer and the wider constellation. The constellation should be self-supporting and not be wholly reliant on the **hub home carer**. **Hub home carers** should encourage other carers in the importance of self-care.

Flexibility & Decision making

The **Hub Home carer** will provide crisis support for **Satellite** fostering families in the Constellation. This may involve adjusting plans to deal with unpredictable events. The **hub home carer** can call on members of the constellation to support in crisis management. The **Hub home carer** will be responsible for making decisions out of hours and have the autonomy to make decisions in times of crisis in line with Flintshire County Council's Safeguarding policies and procedures.

Communication and information sharing

The **Hub home carer** will be provided with the necessary information about the carers and children within the constellation to be able to provide suitable care. This information should be kept confidential.

The **Hub Home Carer** should be a strong communicator and able to build and develop meaningful relationships with children and adults. The **Hub Home Carer** should strive to maintain contact with all **satellite** carers and be aware of any changes or escalating difficulties, providing advice and support in an encouraging and non-judgmental way. The **Hub home carer** may establish a communication method eg. WhatsApp to communicate with the constellation.

Mediating, Advocate and dealing with conflict

The **Hub home carer** will need diplomacy to solve problems and be confident in managing conflict. The **hub home carer** may be providing support to **satellite** families at times of stress and must understand people's emotions, how they are feeling and respond to their needs. The **hub home carer** may provide emergency support and mediation between children and their foster families to encourage reunification and placement stability. The **hub home carer** may advocate on behalf of a child/young person or a **satellite** carer, for example at school meetings. The **Hub home carer** should be supportive while remaining neutral towards everyone in the constellation. This will require a complex balance requiring reflective skills and a willingness to seek advice from the **Mockingbird supervising social worker**. The **Hub home carer** should have an understanding and acceptance of the changing stages of group development.

Plan and organise social events

The **Hub home carer** will work with the constellation to plan a range of social activities for children and their **satellite** homes. These events may be held at the Hub Carer's home or in the community. These events can be coffee mornings, informal training or events for the whole family to attend. The **hub home carer** will encourage attendance at Mockingbird and general fostering social activities. The **Hub home carer** will be responsible for a budget for constellation social activities to be decided by the group.

Transportation & Logistics

The **Hub home carer** must hold a current valid driving licence and be available to provide transportation as appropriate for **Satellite** families. The **hub home carer** may co-ordinate the constellation to provide transport.

Contact / Family Time

The **Hub home carer** will support and promote family time for children and young people in the constellation with siblings (and birth family if safe to do so). The **Hub home carer** will create a welcoming environment for family time, when the hub home is deemed a suitable venue and training has been provided for contact supervision. The **Hub home carer** may act as a mediator with birth families.

Payment

The **Hub Home Carer** will receive an enhanced payment of circa. £24,000 p/a (£461 per week) and a set allowance of £15,000 p/a (£288 per week) to cover all caring eventualities within the constellation. All payments including daycare, mileage, training and contact expenses are included in this payment, so **hub home carers** are not required to complete paperwork for payment claims. A budget for social activities will be provided. The **Hub home carer** will be self-employed and responsible for keeping records of care provided for tax returns.