

Case Study

Long-term permanent recruitment



I came to the UK in September 2005 after studying Pedagogy in Dortmund, Germany. At university I really loved the variety of the subject, and while I specialised in the field of children and young people with emotional and behavioural disorders, I was also able to include a wider range of topics, like working with blind or hearing impaired people, the development of motor skills or even the basics of wheelchair maintenance.

Now (and since I moved to the UK five years ago) I work in a small home with young people that present very challenging behaviour, and I find that having studied pedagogy I was well prepared for this demanding job. A lot of people find it difficult to see beyond the surface of what we consider 'bad' behaviour, and having learned how children develop, how they learn and grow within the environment and social circumstances they grow up in, has really helped me in understanding day to day why the young people behave in the way they do. And once I can see how seemingly random behaviour actually makes perfect sense with what someone would have learned as their survival strategy, I can look at how to help them find alternatives to this.

Since I started work I have finished NVQ3 and NVQ4, and I am an NVQ assessor. At the moment I am a trainee home manager and have recently completed the Qualification for Leadership and Management in Care Services. I am working together closely with my manager on a variety of tasks like documentation and reports, risk

assessments, placement plans, and I provide supervision for a number of staff on the team. I also assess NVQ candidates and am involved in staff interviews, induction, training and appraisals.

Just like my studies at university, it is the variety that I like best about my work. The young people arrive with a lot of different issues and individual needs, and I am always looking for creative solutions and ways to support them. I do this together with the team with a holistic approach, and we try to support every aspect of a young person's development and well-being in whatever we do. It's a bit like a jigsaw and unless we make sure that all the pieces fit together we may find that a lot of effort still may not get the desired results. We have different teams providing the residential care, education and therapy for the young people, but we always communicate and cooperate closely, and I enjoy being able to give some input as well as get feedback or advice from all the other professionals.

Stefanie, *Pedagogue*

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