

**Residential Childcare Worker
Job Description**

Responsible to:	Residential Service Manager
Responsible for:	As part of the care team, to consistently provide a high-quality care experience for children and young people, and maintain a high standard of individual practice consistent with National Standards and Codes of Practice.
Young People Key Tasks	<p>Key Tasks</p> <ul style="list-style-type: none"> • To work in a positive, respectful and empowering way with all young people in order to promote good relationships and encourage achievement. • To have an understanding of both the GIRFEC Framework and SHANARRI Indicators and embed these into practice at the service level and ensure that the outcomes of all young people are recorded and monitored using the SHANARRI Indicators. • To be competent in the understanding of the Sanctuary Model and to adhere to the 7 commitments following the core values of Sanctuary in the context of day to day practice within the service. • To consistently and proactively ensure the therapeutic care of young people. • To provide a positive role model and maintain high professional standards at all times. • To ensure the routine physical care and hygiene of the young people is maintained. • To maintain appropriate routines, limits and boundaries for the young people. • To promote, uphold and advocate for children's rights as described in the United Nations Convention on the Rights of the Child and the Care Visions Children and Young People's Charter of Rights, in all aspects of your work. • To uphold your obligations as defined in the Care Visions Children and Young People's Charter of Rights, Charter Pledge, in all aspects of your work. • Where and when required, as per policy engage in de-escalation techniques with the young people and physical intervention. Physical Intervention techniques can include the following for periods of time, standing, crouching, holding safely, kneeling, sitting and stretching and straining depending on what level of hold is involved. • Support and transport young people to and from activities, contact with families and other appointments.
Programme Participation Key Trends	<p>Key Tasks</p> <ul style="list-style-type: none"> • To act, where appropriate, as key worker to a particular young person in order to provide support and ensure the implementation of their individual care plan. • To attend child care reviews and contribute to the assessment and care planning process. • To contribute to the development of daily programmes and individual/group plans. • To interact on an individual and group basis with all young people. • To ensure high standards of safe working practices are adhered to at all times. • To actively participate in social, recreational and educational activities with the young people. • To participate in and encourage the participation of the young people in the domestic tasks of the home in order to develop the self-care skills.

	<ul style="list-style-type: none"> Promote the organisations' ethos of providing an appropriate environment utilising the Sanctuary model both within and out with the company.
Education Key Tasks	<p>Key Tasks</p> <ul style="list-style-type: none"> To take an active interest in and promote each young person's educational development and achievements. To remain informed about educational matters and contribute to the development of educational opportunities inherent in the home.
Recording Tasks	<p>Key Tasks</p> <ul style="list-style-type: none"> To maintain, where appropriate, all necessary records in a timely manner and to a high standard.
Liaison Key Tasks	<p>Key Tasks</p> <ul style="list-style-type: none"> To liaise and collaborate positively with parents and partner agencies to ensure that the best interests of the young people are respected and promoted at all times.
Other Key Tasks	<p>Key Tasks</p> <ul style="list-style-type: none"> To demonstrate an ongoing commitment to undergo training and continuous professional development. To remain well informed about latest practice, research policy and legislative developments in relation to child care. Willingness to be part of a learning organisation. Adhere to the registration requirement and Codes of Conduct of SSSC. <p>To demonstrate a commitment to upholding and promoting the Values of Care Visions, namely Compassion, Integrity, Respect and Safety.</p>
(Dimension / scope/ territory)	Working within the residential services in relevant clusters or geographies as required from time to time after consultation.
General	<ul style="list-style-type: none"> Undertake other reasonable duties as identified by the line manager from time to time To keep up to date with the latest (developments/research/practice) in respect of the post holder's area of work Improve post holder's own performance of the role on a year on year basis, including participation in any performance appraisal system
Reviewed	September 2018

RESIDENTIAL CHILD CARE WORKER PERSON SPECIFICATION			
	Essential Attributes	Desirable Attributes	Method of Assessment
Education/Qualifications	<ul style="list-style-type: none"> • Educated to SQA standard (or equivalent) or ability to demonstrate competency at this level • Commitment to attain necessary qualifications (SVQ and HNC) applicable to the role and as required by registration. 	<ul style="list-style-type: none"> • A relevant qualification in Social Care/Social Work e.g. SVQ 3 Social Services (Children and Young People), HNC Social Services or Diploma in Social Work 	Application Form, Pre-screening Interview, Education Certificate Verification and Interview
Experience	<ul style="list-style-type: none"> • Experience in dealing with challenging situations. • Experience in the Social Care Sector or in community work. 	<ul style="list-style-type: none"> • Previous experience in a residential child care setting. • Previous experience in working with children and young people with emotional and behavioural difficulties. 	Application Form, Pre-screening Interview and Interview
Knowledge	<ul style="list-style-type: none"> • Understanding of the principles of safeguarding and Child Protection legislation. • Understanding of the role of a Residential Child Care Worker. • Knowledge of the basic needs of children and young people. 	<ul style="list-style-type: none"> • Good working knowledge of trauma informed care. • Knowledge and understanding of the Sanctuary model of care. • Understanding of the Children (Scotland) Act 1995. • Understanding of the National Minimum Care Standards. • Knowledge of the SSSC Codes of Practice • Knowledge of the values and ethos of Care Visions. • Understanding of the work of other agencies involved with the care of children and young people. • Knowledge of the GIRFEC Framework and SHANARRI Indicators. 	Application Form, Pre-screening Interview and Interview.
Personal Qualities/Resilience	<ul style="list-style-type: none"> • Ability to interpret and respond appropriately to a range of emotions and behaviours from young people. 		Application Form, Pre-screening Interview, Interview, Practical Exercise, Young People's Interview and References

	<ul style="list-style-type: none"> • Exhibit sensitivity and emotional awareness of self and others. • Ability to work as part of a team and use initiative. • Ability to engage with and motivate young people. • Ability to form professional and positive relationships with children and young people. • Committed to the principal of continuing professional development. • A willingness to undertake training as required. • Ability to create and contribute to a safe care and promotion of Care Vision's values. • Display an enthusiasm and passion for making a difference to children and young people. 		
Skills	<ul style="list-style-type: none"> • Strong verbal and written communication skills and the ability to effectively communicate with children and young people, families, colleagues and external agencies. • Attention to detail and effective recording skills. • Organisation skills • Practical care skills. Proficient in the use of Microsoft Office suite (Word, Excel) and other computer applications. 	<ul style="list-style-type: none"> • Previous experience in assessment, care plans, planning, recording and decision making. • Previous experience in using care planning applications such as Mobizio. 	Application Form, Pre-screening Interview, Interview and Practical Exercise, References.
Health	<ul style="list-style-type: none"> • Must be in good physical health to allow for safe physical interventions. • Must be physically able for driving duties, and partake in physical activities with the young people. • Must have a high level of emotional resilience due to the challenging nature of the role. 		Pre-screening Interview, Pre-Employment CALM Medical Questionnaire, Interview.
Driving License	<ul style="list-style-type: none"> • Full Manual Driving License 		Application Form, Pre-screening Interview,

	<ul style="list-style-type: none"> • Ability to drive longer distances out with local areas. 		Interview and Licence Check.
Registration Requirements	<ul style="list-style-type: none"> • Registration with SSSC for Residential Child Care Workers or the willingness to be registered. • Membership with the PVG Scheme. 		Application Form, Pre-screening Interview, Current or Previous Registrations, Certificate/PVG Verification
Flexibility/Personal Circumstances	<ul style="list-style-type: none"> • Ability to accompany young people on holidays. • Ability to undertake 24 hours shifts including sleepovers at the service. • Ability to undertake shifts over weekends and bank holidays. • Have a flexible approach to working to ensure the needs of the young people and service are met. 		Pre-screening Interview and Interview.