**Job Profile and Person Specification for the position of:**

**Residential Child Care Worker**

**Inspire Scotland Ltd**

**Head Office**

**Red Tree Magenta**

**270 Glasgow Road**

**Shawfield**

**Glasgow**

**G73 1UZ**

**Email:** **recruitment@inspirescotland.co.uk**

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| **Inspire Scotland was established in August 2012 by a group of passionate people with a combined 50 years’ experience in Residential School Care; Fostering, Social Work, Criminal Justice and Care Inspectorate experience.****We work with young people throughout Scotland with a variety of complex needs, with the aim of seeing them through care, and into adulthood. We continue to strive towards a Social Pedagogy approach.****We provide an alternative to foster care, maximizing the opportunities for close family relationships, but acknowledging that not all children and young people can immediately cope with intense family environments to begin with. We support all aspects of the children’s and young people’s lives, doing ‘whatever its takes’ to help them engage in their community including education and work.** |

**Job Profile**

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| **Job Title** | **Residential Child Care Worker**  |
| **Location** | **Various Locations** |
| **Reports to** | **House Manager**  |

**Values**

Our Values: ***Clear expectations, Do whatever it takes, Having space, Being included and Being listened too***

Our Vision**: ‘*to be the best I can be*’**

Our Mission: **‘*to improve our life chances*’**

**Job Purpose:**  The residential childcare practitioner will have the privileged position of building relationships and working with children and young people who have a range of complex needs as a result of trauma and/or adverse childhood experiences. They will be responsible for delivering care and support through our attachment and relationship based approach; The Inspire Pedagogy, which ensures children and young people are at the heart of all we do and promotes their sense of feeling included, respected, cared for and loved.

The residential childcare practitioner will have a commitment to Inspire Scotland values and work as part of a team to meet the needs of children and young people in our care. They will be responsible for setting and maintaining the highest professional standards of residential childcare practice in line with the Health and Social Care Standards, and demonstrating the values and standards set out by The Code of Practice of the Scottish Social Services Council. They will ensure that the aims and objectives of Inspire Scotland are met.

**Job Background:**

Duties and Responsibilities of Residential Child Care Worker

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| **Professional Child Care Practise**  | * Developing and implementing strategies to assist the young people to develop positive relationships along with the promotion of a child centred approach, which puts the child at the centre of all our working practices.
* Providing positive and nurturing experiences for young people enabling them to develop their skills and achieve their potential.
* Working with young people enabling them to take and manage appropriate risks.
* Managing daily dilemmas and difficulties as presented in a care setting.
* De-escalating and managing young people’s challenging behaviour using approved and accredited intervention strategies (this is integral to the role and training is mandatory)
* Building effective, trusting relationships with children and young people who are traumatised, anxious and often challenging. Building constructive working relationships with families affected by loss, separation, addiction, poverty and adversity.
* Undertake Keyworker responsibilities in relation to the individual. This will include working in partnership with the young person, their family and other support agencies. Keyworkers will also be expected to prepare relevant reports as well as generally manage the implementation and maintenance of a care and education plan.
* Contribute to the health, safety and security of young people and their environment.
* Demonstrating dignity and respect for children and young people, ensuring their rights are protected and they have an understanding of those rights. Enabling CYP to have their voice heard and empowering them to make use of available services and information.
* Provide an input into assessments, reviews, children’s hearings and any other relevant meetings.
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| **Communication and working relationships**  | * To assist in building constructive professional and working relationships that follow our code of conduct laid out by the SSSC.
* Ensure effective staff communications are in place through attending regular team meetings.
* Ensuring you receive regular supervision as agreed, and the effectiveness of this is measurable in line with our policy. It is also essential that you take responsibility for your part in this.
* That you display excellent verbal communication skills to both young people and their families.
* That you display excellent communication skills to both your colleagues and other lead professionals and agencies.
* Written, verbal and IT communications are all key skills for both internal and external working relationships.
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| **Planning, Development and Quality Assurance**  | * As part of the staff team, to play an active part in the development of the service and it’s self-evaluation.
* Thereafter to be committed to working towards meeting the objectives identified.
* Under the direction of the Manager, to be committed to ensuring that quality assurance systems are adhered to.
* To maintain an awareness of commitment to the Scottish Social Services Council Codes of Practice and other relevant quality frameworks.
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| **Personal**  | * Take part in induction and core training and being responsible for ensuring your own professional development via training, reading and attending development sessions, e-learning and recording this as part of your SSSC training requirements.
* To report to a line manager, or other appropriate person, any concerns about practice or evidence that may suggest a concern.
* Work in a flexible pattern of shifts over a period of a rota and participate in sleepover duties and extraneous hours of duty as required.
* Successful candidates must hold a driving license and be able to drive and escort young people to family visits, activities and meetings out with their place of work.
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| **General**  | * To be a positive role model both within work and in your personal life in line with the SSSC Codes of Practice.
* Undertake any other duties or responsibilities that may be required from time to time.
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| **The post holder may be required to perform duties other than that given in the job profile for the post. The duties and responsibilities attached to posts may vary from time to time but will be commensurate with the post.**  |

**Person Specification – Residential Child Care Worker**

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| **Attributes** | **Essential**  |  **Desirable**  |
| **Attainment**  | * Ability to achieve relevant qualification at SCQF level 7 to meet SSSC registration conditions within 2 years of appointment.
 | * HNC in Social Services or equivalent and SVQ3 Social Services (Children and young people), or the post holder must be prepared to complete the SVQ3 within a set timescale.
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| **Experience**  | * Working with people within a caring capacity – not essential in a professional context.
 | * Experience of working in a residential childcare setting.
* Experience of working with children and young people with complex emotional needs.
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| **Skills & Attributes**  | * Well motivated.
* Able to listen, empathise and communicate with children and young people.
* Ability to build good relationships quickly.
* Decision making ability.
* Good written communication skills.
* Computer literate.
 | * Good advocate for children and young people.
* Awareness of behaviours as a means of communication.
* Have insight into the dynamics of group behaviour.
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| **Special aptitudes** | * Strong positive values reflective of Inspire Scotland’s.
 | * Ability to liaise with parents and a variety of professionals.
* Ability to support young people in the development of skills for independence.
* Report writing skills
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| **Disposition**  | * Positive outlook.
* Calm and mature.
* Flexible approach.
* Solution focused/ problem solving skills.
* Resilient and tolerant
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