

Job Description

Job Title: Residential Support Worker

About us

We are a fostering and continuing care service and a provider of supported lodgings and residential services for young people. We aspire not to be the biggest provider, but one of the best.

Our mission

We make homes to nurture children and young people's potential.

The difference you'll make

Helping our young people achieve in a residential environment, where they are provided with the highest quality of care.

What does success look like?

Managing Self

Provide a safe and nurturing environment for each young person by adhering to safe working practices.

To provide a positive role model to young people, with a focus on meeting the SHANARRI indicators.

Work in collaboration with colleagues, following the Child's Plan, undertaking a key worker role as required. (Managing Relationships)

Contribute to planning and delivery of care to young people, including high quality reports and recording. (Managing Relationships)

Developing positive relationships with community partners; improving the reputation of Carolina House Trust.

Undertaking the housekeeping duties as per the shift rota.

Actively engage in own lifelong learning by keeping abreast of best practice within residential services.

Embedding the organisation's culture, policies and procedures in to working practices

Managing Relationships

Building relationships with each young person by providing emotional and practical support, to promote development appropriate to the age of the young person.

Promoting the safety of the CHT Community.

Leadership Skills

Encourage participation in education/vocational attainment, development opportunities and community based activity to meet the needs of young people.

Encourage young people to participate in activities through therapeutic interventions such as life story work, outdoor learning and life skills.

Operational Skills

Commitment to continuous improvement in own practice and the wider organisation.

Participate in the shift system.

Any other duties as may reasonably be required by your line manager or senior management.

Person Specification

Post: Residential Support Worker
Reports to: Residential Services Leader – Tarvit Cottage
Responsible for: NA

You must have

Practical Experience

- Working with individuals with complex needs and/or challenging behaviour

Qualification(s)

- Ability to work towards the SSSC required qualifications for working in a residential childcare setting within 5 years of registration.

Knowledge and Skills

- Good working knowledge of care standards
- Good working knowledge of GIRFEC, the care planning process and challenges faced by looked after young people
- Excellent recording and reporting skills
- Ability to communicate effectively
- Ability to build relationships with key partners
- Ability to effectively manage difficult situations
- Ability to be flexible and adaptable for the needs of the young people and the service

Personal Qualities

- Ability to engage and collaborate with the team and wider CHT community
- Commitment to the Continuous Learning Framework, in accordance with SSSC
- Work in accordance to SSSC codes of practice
- Ability to engage in our culture of Growth Mindset
- Understands the need to maintain confidentiality

Any additional job requirements

- Good working knowledge of Microsoft package, including SharePoint
- Ability to work shifts as per the rota and needs of the service
- Member of PVG Scheme or ability become a member of PVG Scheme, with satisfactory Scheme Record and/or Scheme Record Update
- Current full driving licence, with no significant endorsements.

It would be great if you

- SVQ3 Social Care (Children and Young People) at SCQF Level 7; or HNC Social Services (or an award of certified knowledge with 96 credits at or above SCQF level 7).
- Awareness of current legislation that relates to looked after young people.