

JOB PROFILE

Post Title: Social Care Worker - Practitioner (Learning, Disability and Autism)

Service: Adult Services

Post No: Generic

This is a Career Graded role, with the Job Profile stating the top point of the grade. Individuals without the stated qualification can apply for this post, if they meet the criteria as defined in the accompanying “Social Care Worker Practitioner – Adult Services - Career Grade (I-I) document.

Adult Services provides support to adults over the age of 16 years who have assessed needs. The people who use our services (individuals) have additional support needs associated with learning disability or autism and require support to continue to live independently in their own homes, to attend day support and meaningful activity or have short break respite.

Social Care Worker Practitioners are responsible for providing direct support to individuals and the team in a variety of settings. This can include in an individuals' own home or supported tenancy, within a Care Inspectorate registered service (supported vocational activity or short breaks), and in the community, enabling the individual to achieve their goals, identified priorities and personal outcomes.

The Social Care Worker Practitioner's role includes ensuring that individuals receive high standards of care and support to help retain their potential level of independence and dignity throughout their lives. This can include; intimate personal care, developing daily living skills, training, social activities, session planning and other meaningful activity in accordance with their identified needs and wishes, whilst supporting individuals, as far as possible, to avoid danger and harm.

You will work as part of a team as well as working alone and you will be responsible for providing the highest quality of care and support. You will contribute by providing a personalised and responsive care service for individuals and their carers. You will support individuals in a variety of ways with matters that are important to the person. You will support individuals with varying abilities and complexity of support needs, including behaviours that challenge.

You will be responsible for promoting the quality of life of each individual, in a variety of settings including day support, community activity, short break and/or within their own home and during transition (where relevant). You will provide person-centred care in accordance with individual support plans, and contribute to maintaining a positive environment that promotes the individual's independence within their personal capabilities

You will be committed to making a positive difference to the lives of the individuals we support and those who care for them. Ensuring individuals are enabled to design and direct their own care as fully as possible to achieve their personal outcomes. We recognise and value the carers and families of individuals we support as equal partners in care.

Core Responsibilities / Duties

- Demonstrate the core values that support the Health and Social Care Standards which are central to all work undertaken with the people we support. These are; Dignity and Respect; Compassion; Be Included; Responsive Care and Support; and Wellbeing;
- To provide person-centred care in accordance with individual support plans, the National Health and Social Care Standards and Scottish Social Services Council's Codes of Practice;
- To support individuals who use our services in all aspects of their life i.e. personal, physical, social, spiritual, intellectual, cultural and emotional care of individuals. This includes assisting with intimate personal care tasks, the physical assistance of individuals and support with finances where required.
- To work closely with individuals who use our services and if appropriate their families or representatives to ensure individuals are as fully consulted and informed about their care as they want to be;
- To support individuals to express their views and wishes;
- To support individuals who use our services, including individuals with complex needs and different levels of ability, to engage in positive relationships, to encourage and promote social interactions within the home and in the community with family and friends and as citizens.
- To be responsive to behaviours that challenge and have the ability to de-escalate;
- To work in partnership with the multidisciplinary team to promote the health, safety and wellbeing of individuals. It is expected that workers shall demonstrate, guide and advise others in the assessed care needs of individuals. This will require recording information on care records;
- To develop, plan and deliver services along with others supporting people who use our services. For example Personal Assistants and people from the Third and Voluntary sectors;
- To practice and facilitate risk enabling approaches within relevant policy and procedure.
- To promote social inclusion for individuals who use our service;
- To work flexibly to meet the needs of individuals across a 24 hour service (as required), working shifts on a rota system, shift co-ordination, including waking night duties, sleep-ins and participate in out of hours standby and on call support (as required);
- To regularly work as a Key Worker for individuals who use our services and support and mentor other Adult Services staff to develop competent key working skills.
- To consistently act as shift lead in the absence of Senior Social Care Workers - Supervisors or as required by the service;

- To develop an area of special interest relevant to your workplace e.g. autism, communication, dementia, continence, or oral health champion;
- To provide and maintain accurate records such as support plans, review reports and daily case records.
- To be proficient when using electronic systems for recording, reporting, training and communication as required by the service.
- To assess individuals who use our services to ensure the service will be able to meet their identified needs and/or support achieve identified outcomes;
- To act as a mentor to support new staff and trainees in their development. To share and promote good practice.
- To administer medication in line with relevant policy and procedures;
- To practice and actively promote good practice and excellent standards of infection control in line with professional standards;
- To consistently communicate in a professional, courteous and respectful manner and adhere to strict confidentiality guidelines;
- To undertake domestic duties and provide nutritional support as per assessed need;
- To participate in regular supervision and work related meetings;
- To work positively supporting visits and inspections designed to monitor and/or improve service standards and/or delivery;
- To take responsibility for your own learning and development and actively participate in learning opportunities and to meet and maintain your Continuous Professional Learning (CPL) requirements;

From time to time, the Council may require you to undertake duties outside those specified or within another service area. In addition staff will be working co-operatively alongside services both internal and external to the Council.

Allowances: These will vary according to workplace; they may include stand-by, unsocial hours and sleep ins, and will be detailed on the written statement of particulars of employment.

PERSON SPECIFICATION

Post Title: Social Care Worker - Practitioner (Learning, Disability and Autism)

Service: Adult Services

This person specification describes the values and attributes of a suitable candidate for the role. Through the recruitment & selection process we shall be looking for evidence that you understand, share and can demonstrate our values and possess the essential attributes.

Shetland Islands Council Values

In Shetland Islands Council, **Excellent service** is at the heart of everything we do. We provide **excellent service** by **taking personal responsibility** and **working well together**. We demonstrate this by;

1. Providing an excellent level of service, by making sure we understand, meet and manage our service users' needs.
2. Having a positive attitude and taking our responsibilities as employees of the council seriously. Working in an open and honest way, reflecting on our performance and looking for opportunities to improve and develop.
3. Demonstrating a positive attitude by being open-minded, fair, respectful, trustworthy and honest.

For more detailed information on the Council's values, please visit the Shetland Islands Council's website and search for 'Our Values'.

You must evidence that you can demonstrate the Scottish Social Services Council (SSSC) core values of;

- Respect,
- Collaboration,
- Participation & Dignity and Empowerment

If you'd like more information on the SSSC values or any other queries, please visit the SSSC website - [Link to SSSC](#).

SSSC Registration:

Part of SSSC Register	Social Care Workforce		
Level	Practitioner		
Service	Type		
	Care at Home Service	Care Home Service for Adults	Housing Support Service
Assertive Community Transitions (ACT)	✓		✓
Short Breaks & Respite (Newcragielea)		✓	
Supported Living (SL)	✓		✓
<i>Supported Vocational Activities (Eric Gray @ Seafield)</i>	<i>Register not open</i>		

Additional attributes of a Social Care Worker Practitioner (Learning Disability and Autism);

	ESSENTIAL	DESIRABLE
<u>Personal Features/Qualities</u>	Demonstrates compassion, integrity and consideration for the dignity and rights of people Demonstrates a positive attitude, including towards social inclusion, equalities and diversity. Empathy and commitment to making a positive difference to others Honest, reliable, dependable, including maintaining confidentiality A high level of resilience including in professional situations which challenge Demonstrates real self-awareness and understands impact of own behaviour on outcome of situation Embraces change: is able to be flexible to meet the changing requirements of the service Must deploy a constructive and creative approach to problem solving Demonstrates capacity to work under pressure Leadership qualities – keen to promote best practice among the team Willingly advocates on behalf of individuals' rights and wishes	

Relevant Experience

Experience of providing physical, emotional, social care and support in a variety of settings

Experience of supporting people through loss and change

Experience and ability to evidence implementation of the care standards – every person is treated with respect and dignity and human rights are upheld

Experience of dealing with challenging situations

Experience of working as part of a team, and without direct supervision

Experience of taking shift lead

Experience of working with adults with support needs including learning disability / autism including to develop a person centred plan with a future focus

Experience of supporting people through transitions

Experience of helping the individual to improve and maintain their skills / knowledge and/or independence

Experience of positive risk enablement

Experience of working as a Key Worker including producing support plans and undertaking risk assessments

Experience of successfully planning, structuring and delivering meaningful activities for adults

Education (see Career Grade document for further details)

SVQ3 /SCQF Level 7 or equivalent in a relevant qualification to obtain SSSC registration without a condition relating to qualifications

Commitment to continuing professional development (CPD) for self and others, promoting best practice

To obtain and meet SSSC registration requirements within appropriate timeframes and maintain registration throughout employment

Skills, Abilities and Knowledge

An ability to adapt flexibly to different working locations and across services internally and an ability to work alongside services external to the Shetland Islands Council

Knowledge of the values and principles of Self Directed Support

Excellent observational, interpersonal and communication skills, including knowledge and experience of Augmentative and Alternative Communication systems

Knowledge of positive behaviour support framework for people with behaviours that challenge

Fluent spoken and written English

Knowledge of low arousal approaches

Ability to maintain up to date / accurate records

Physically fit to undertake all the duties of the post

Knowledge of the National Health and Social Care Standards, SSSC Codes of Practice, and relevant policies and procedures

Knowledge of issues affecting individuals who access support and knowledge of positive initiatives to reduce inequalities

Ability to reflect on own practice, and observations and use those to make positive changes

Ability to support and mentor new staff and trainees

Ability to support and encourage team members e.g. with the implementation of required changes in service provisions

Excellent organisational, planning and ICT skills

Knowledge of roles of professionals and key others, and evidence of ability to work collaboratively with them

Ability to travel throughout
service area where public
transport may be limited*

***Travel at Work;**

Social Care Worker Practitioners shall provide care in a variety of settings including within the community. Therefore the worker will, in the majority of cases, be required to travel to undertake their duties. An ability to drive with a full driving licence is therefore highly desirable and may be essential depending on the demands of the service. The travel requirements of each post will be made clear through the recruitment & selection process.

Allowances:	Distant Islands Allowance
Evaluated Grade:	Career Graded I-I
Date of Evaluation:	02/03/2023
PVG Membership:	Adults – for all, Adults & Children for ACT
Disclosure Check:	-
Pre-employment medical Questionnaire	-
Date of Last Amendment:	10/09/2024