The Highland Council

Job Description

Service:	Health and Social Care	**Section:**	Children's Services
Job Title:	Social Care Worker		
Grade and Salary:	HC6 24-28		
Location:	The Orchard, 47 Broom Drive, Inverness.		
Responsible to:	Manager		

Job Purpose:

- Along with nursing colleagues employed by Care & Learning, provide direct care to children and young people who reside in The Orchard/Apple Grove/54 or attend for day-care or overnight short stays.
- To collaborate closely with other professionals in Care & Learning, Education, Health and Voluntary Agencies, to assess the needs of children affected by disability and their families and provide integrated services to support them.
- To work in partnership with parents and carers.

Key Duties/ Responsibilities:

- To share responsibility for the physical safety and emotional care of these vulnerable young people.
- To assist children with daily living tasks as necessary: eating, drinking, toileting, personal hygiene, etc.
- To encourage young people to develop the self-help and social skills of which they are capable.
- To seek appropriate ways of addressing communication difficulties and reducing social isolation, reinforcing alternative methods of communication employed by family carers and Education.
- To enhance the leisure and recreational experiences of young people using the service.
- To work collaboratively with statutory agencies, voluntary organisations and charitable trusts to improve the opportunities for the young people
- To carry out domestic tasks as part of promoting a home environment within the unit and to encourage young people, where possible, to be involved.
- To work a flexible shift system.
- To demonstrate and maintain at all times a high standard of professional skill and excellent child care practice
- To be responsible when on duty for the implementation of policy and practice set out by Highland Council and associated bodies.
- To engage in continual professional development as requested by management in addition to self directed learning.

Other Duties:

Health & Safety is an integral part of any role within the Highland Council. As such we would expect that all employees:

- Be familiar with Violent Incident and Accident reporting procedures and comply with them.
- Undertake a continual program of Risk Assessment in relation to their role within Highland Council

- Have an understanding of the importance of Health and Safety in the workplace, and familiarise themselves with the Highland Council's Health & Safety Procedures.
- The post holder may be required to undertake any other duties appropriate to the level of the post.
- Duties and responsibilities will vary from time to time.

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Person Specification

Service:	Care & Learning
Job Title:	Social Care Worker
Location:	The Orchard, 47 Broom Drive, Inverness
Date:	March 2023

Essential Competencies

1. Registration with SSSC and willingness to undertake the necessary qualifications.
2. Experience of working with children and young people affected by severe disability, including Autistic Spectrum Disorders; residential child care desirable, not essential.
3. Ability to work as part of a multi-disciplinary team in assessing needs and constructing Care Plans.
4. Good standard of written and verbal communication and confidence to present information at statutory reviews.
5. Ability to maintain clear and sensitive personal records on young people using service.
6. Ability to stimulate young people through enthusiastic and imaginative working practices.
7. Respect for privacy and creation of opportunities for choice for dependent young people.
8. Ability to motivate and lead young people through the formation of positive relationships.
9. Commitment to best practice in responding to challenging behaviour through early intervention and methods of de-escalation

The Highland Council's person specifications detail only the essential competencies required to carry out the duties of the post. Where more than one candidate meets all the essential competencies preference will be given to the candidate who best meets the weighted competencies.