The Highland Council

Job Description

Service:	Care and Learning	**Section:**	Children's Services

Job Title: **Social Care Worker**

Grade and Salary: HC6 £34,458 to £38,210 p.a.

Location: Oakwood

Responsible to: Unit Manager

Job Purpose: Tasks necessary to ensure that the house is run in accordance with

- Statutory requirements
- Professional standards of child care practice
- Service policy

Key Duties and Responsibilities:

- To ensure that young people living with us are cared for holistically. Taking into account their life events, developmental capacity and potential, and, using this to inform how this impacts on their everyday needs which include physical, emotional, social, intellectual and spiritual. This includes involvement in activities, holidays and overnight stays.
- To use relationship based practice to assess a young person's progress, working alongside the young people to support them and contribute to their life in a meaningful way. This includes supporting and guiding appropriate choices, safeguarding and promoting their rights and where necessary representing the young people at various meetings
- To assist as directed, in the preparation and presentation of written documentation which supports the work with the young person during their time with us and in a way which the young person can make meaning of.
- To work collaboratively with statutory agencies, voluntary organisations and charitable trusts to improve the opportunities for the young people
- To work within the team and within the house in general, to develop an atmosphere of care, mutual support, and respect towards all in the house.
- 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.

The Highland Council

Person Specification

Service: Care and Learning

Job Title: Social Care Worker

Location: Oakwood, Dingwall

Date: October 2025

Essential Attributes (based on Characteristics of Child and Youth Care Approach Garfat and Fulcher)

In order to be able to carry out the duties of this post effectively and safely, candidates will be able to provide evidence of the following.

1. Experience of working with children and young people and or relevant life experience

2. Good general education

3. Ability to participate with young people as they live their lives and use daily life events to facilitate change.

- Develop sound working relationships
- Motivate and lead young people
- Understand needs of young people
- Make connections

4. Ability to care in a way which is appropriate to child or young person developmental capabilities, needs and potential.

- Care with control
- Awareness of child development and impact on interrupted development
- Awareness of impact of loss, trauma and separation
- Enthusiasm and ability to take part in a range of activities with children and young people.
- Explicit understanding of confidentiality

5. Ability to attend to developmental characteristics of children and young people, looking at their individual capacity based on the child and young person life events.

6. Ability to recognise and value the impact of engaging in everyday task and activities with the children and young people and an awareness of the meaning a child or young person may attach to these tasks and activities.
    - Open to new experiences

7. Willingness to be in a relationship with the young person – engaging in a deep and profound way which impacts child or young person and the staff member.

8. Ability to examine how everything that occurs to an individual does so in a unique context.
- Ability to keep records and willingness to analyse impact of events
- Anti discriminatory practice

9. Ability to engage and be attuned with the child or young person rather than doing to or for them in order to aid their developmental progression.

10. Awareness of importance of play and joyful experiences for young people's development, how it can aid recovery from trauma, separation and loss.
    - Sense of humour

11. Ability to think consciously about what is required and how to work in a way which has meaning for the child and young person.
- Understanding of symbolic communication

12. Ability to give thought as to how they engage with others. Including children, young people, families, carers, professionals, colleagues and managers.
- Emotional intelligence
- Effective team working

13. Ability to know self and demonstrate flexible, accountable and responsible practice.
- Reflective practice
- Use of self

14. Ability to demonstrate care, commitment, love, hope, respect and resilience to children and young people and an awareness of how these can impact a child or young persons development.

15. Ability to work from a relational, strength based approach

16. Willingness and ability to register with the Scottish Social Services Council and to train to their required standard (a minimum of HNC/SVQ Level 3 in an appropriate subject) and commit to ongoing training and development