JOB PROFILE

Post Title: Practitioner (Residential Childcare & Short Breaks for Children)

Service: Children's Social Work

Post No: Generic

Residential Childcare and Short Breaks for Children are part of the Children's Social Work Service, within the Children's Services Directorate of the Council. This includes Through Care and After Care (TCAC) services to young people who have previously been 'looked after.' The aim of this service is to provide a nurturing and safe environment for children and young people, giving security, valuing each individual and supporting them to grow, both physically and emotionally, to realise their potential. Residential care for children and young people is a unique, complex and challenging area of work, and requires a compassionate and competent staff team to meet the individual needs of children and young people who have experienced trauma in their lives.

Practitioners in residential childcare are responsible for providing direct care and support to children and young people to achieve positive outcomes. Practitioners play a key role ensuring the environment is nurturing and that children and young people grow up feeling loved, safe, and respected, and that they realise their full potential.

You will work as part of a team to provide the highest quality of care to children and young people. You will support children and young people with a variety of activities that are important to them. You will support people with varying abilities and complex needs, and will be responsible for developing person-centred care plans that promote the young person's independence as they grow and mature.

The main duties of the Practitioner are:

- To provide person-centred care in accordance with individual support plans, the National Health and Social Care Standards, and the Scottish Social Services Council's Codes of Practice;

- To prepare children and young people for coming into care, build and maintain positive relationships with children and young people, to support their transition into adulthood and moving on from care;

- To be ambitious and focus on achieving outcomes for children and young people in accordance with the Getting it Right for Every Child national practice model;

- To be responsible for writing, monitoring and evaluating support plans with respect to children and young people's identified needs;

- To work closely as part of the team to ensure children and young people, family members and/or representatives, are appropriately consulted and informed about their care;

- To act as shift lead in the absence of Senior Social Care Worker - Supervisors or as required by the service;

- To be proficient in the use of electronic systems for recording, reporting, training and communication as required by the service;

- To support children and young people to maintain and develop positive relationships with family, friends, and the wider community;

- To work collaboratively with partners to the multiagency Child's Plan, involving young people and their families to achieve best outcomes;

- To work in partnership with the multidisciplinary team to promote the health and wellbeing of children and young people. This may include supporting recovery from trauma, provision of epilepsy rescue medication, PEG tube feeding, meeting sensory needs etc.;

- To facilitate the provision of advocacy for children and young people;

- To prepare and provide agreed individual and/or group activities for children and young people;

- Cash handling (as required);

- To administer medication in line with relevant policy and procedures;

- To actively participate in regular supervision and work related meetings;

- To undertake support and mentoring of new staff, volunteers, and trainees as required, and promote good practice;

- To take responsibility for your own learning and development, actively participating in activity to maintain SSSC's Continuous Professional Learning (CPL) requirements;

- To gain/maintain the recognised qualifications to meet professional registration requirements;

- To maintain appropriate knowledge and understanding of national policy, legislation and practice guidance;

- To follow other relevant policies and procedures and apply them appropriately within the service;

- To have a shared responsibility within the team for quality assurance and quality improvement;

- To take specific responsibility for areas of services e.g. project-work, training delivery, medication auditing etc.;

- To consistently communicate in a professional, courteous and respectful manner and adhere to strict confidentiality guidelines;

- To undertake any domestic duties and food preparation as required;

- To work flexibly to meet the needs of individuals across a 24 hour service (as required), this will include working shifts on a rota, undertaking sleep-ins, and/or waking nights as required;

From time to time, the Council may require the post holder 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: **Practitioner (Children and Young People's Residential Care and Short Breaks for Children)**

Post No: **Generic**

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.

Our 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'.

In addition to 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 Register: Residential Child Care Worker

Additional attributes of a Practitioner

	ESSENTIAL	DESIRABLE
Personal Features/Qualities	Compassionate, caring and nurturing disposition	
	Personal resilience to challenges within the role	
	Flexible and adaptable to the changing needs of the service	
	Self-aware and understands the impact of own behaviour on others	

	Physically fit to undertake all duties of the post	
Relevant Experience	Experience of providing professional physical, emotional and social care to others	Experience of supporting people through loss and change
	Experience of working effectively as part of a team, without direct supervision	Leadership experience in any setting
	Experience of mentoring or supporting staff	
	Experience of helping others to improve or maintain their skills and knowledge and/or independence.	
	Experience of dealing with complex situations and managing associated risks	
	Experience of working constructively with other professionals	
Education	SVQ3 Children and Young People (SCQF Level 7) and HNC Social Services or other equivalent qualifications to fully meet SSSC registration requirements without a condition relating to qualification	
	To obtain and meet SSSC registration requirements within appropriate timeframes and maintain registration throughout employment	
	Self directed approach with evidence of ability to fulfil continuing professional development (CPD).	
Skills, Abilities and Knowledge	Knowledge of the impact of childhood trauma and/or additional support needs	
	Excellent interpersonal and communication skills	
	Ability to maintain confidentiality	
	Knowledge of relevant legislation, policies and procedures	
	Good organisational skills	

Commitment to uphold the Health and Social Care Standards and SSSC Codes of Practice

Evidence of assessment skills

Ability to maintain up to date / accurate records

Knowledge of issues affecting supported individuals

ICT skills

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

***Travel at Work;**

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: H/I
Date of Evaluation: 02/03/2023
PVG Membership: Adults & Children
Disclosure Check:
Pre-Employment Medical Questionnaire:
Date of Last Amendment: 18/09/2023