St.Mary's Kenmure

Role Purpose

Job Title:	Residential Care Worker - Sessional	**Reporting to:**	House Manager
Salary			
Sessional	Hourly Rate £13.99 – Days, £14.92 - Nights		
Work Location	St Mary's Kenmure	**Hours**	Flexible hours

Role Purpose

The Residential Care Worker is a key position within the organisation, occupying a role critical to the overall welfare of young people in residential/secure setting. The purpose of the role is to provide care and support to young people in safe, stimulating and secure environment whilst ensuring that the work is in keeping with legislative, procedural and good practice requirements and guidance. To actively promote the rights of the children and young people as individuals and provide them with quality care in accordance with the policies and procedures of the organisation. The ability to maintain confidentiality of client information is critical to this role. The ability to work within Equal Opportunities and Quality Assurance Frameworks are required and may include undertaking delegated responsibilities for designated tasks

Role Accountabilities & Key Activities

- Promote the wellbeing and protection of children and you people
- Contribute to the assessment of children and young people's risks and needs through the development of care plans
- Promote effective communication for and about individuals
- Work effectively as part of a team supervising, monitoring and supporting young people to reach their full potential
- Promote, monitor and maintain health, safety and security in the working environment
- Reflect on and develop your practice
- Support children and young people to manager their lives
- Work with children and young people to prepare them for adulthood, citizenship and independence
- Support children and young people to develop and maintain supportive relationships
- Support the social, emotional and identity development of children and young people
- Work with children and young people to promote their own physical and mental health needs
- Support the needs of children and young people with additional requirements
- Prepare, implement and evaluate group activities to address the offending behaviours of children and young people
- Contribute to children care practice in group living
- Process information relating to children and young people's offending behaviour
- Contribute to protecting children and young people from danger, hare and abuse
- Contribute to the prevention and management of challenging behaviour in children and young people
- Model behaviour and relationships with children and young people which recognises the impact of crime on victims and communities
- Adhere to appropriate guideline and procedures
- Undertake routine administrative tasks and provide written reports

Economic Conditions

Salary	As above
Annual Leave	Allowance paid at 12.07% of hours worked
Hours of Work	Variable
Probationary Period	All appointments are subject to a 6 month probationary periods, failure to complete your probationary period will result in your contact of employment being terminated
Sick Pay	As set down in your terms and conditions of employment
Pension	You are automatically enrolled with Strathclyde Pension Fund

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Context

Location:	In line with the contractual terms for St Mary's Kenmure employees: • Normal work base will be St Mary's Kenmure	
Terms & Conditions Applicable to the Role:	General	x
	SNCT	
	Other	
Role Status:	Permanent	
	Temporary	
	Sessional	x
Working Hours: *(per week)*	35 hours	
	37 hours	
	Other (please specify)	Variable hours
Shift Pattern: **37 hours per week on a rota basis, covering 7 days per week, 365 days per year. Early and Late shift**		**Mon** / **Tues** / **Wed** / **Thurs** / **Fri** / **Sat** / **Sun**
	Days to be worked	
	No of hours to be worked per day	
	Over how many weeks	
	Other relevant information:	
Requirement to work out with normal work/shift pattern:	Yes	
	If 'yes' please give details	
	No	
Is this role suitable for Job Share:	Yes	
	No	
	If 'no' please give details	
Contractual Overtime Requirements:	Not Applicable	x
	Yes Please Specify no of Hours (per week)	
Stand-By Rota:	Yes	
	If Yes, describe frequency	
	No	
Flexible Working Hours Scheme:	Yes	x
	No	
Disclosure:	Not Applicable	
	Standard	
	PVG - Children	x
	Other (please specify)	
Criminal Convictions:		

Key Relationships

- As a Residential Care Worker, the role has accountability to the smooth running of St Mary's Kenmure
- The role will work with other team members and Unit Managers to share best practice
- On a day to day basis, the RCCW will be required to use initiative to progress and support day to day running of their House Unit with more complex issues being referred to the Unit Manager, Assistant Unit Manager for Duty Manager
- The RCCW role interacts with children and young people, all colleagues within St Mary's Kenmure, Social Work departments of Local authorities
- Given the nature of the role, key relationships will include frequent contact with Head of Service, Depute Heads of Service, Service Manager, HR Manager, children and young people, parents and external visitors to St Mary's Kenmure
- External Government Bodies such as Scottish Social Services Council, Local Authorities

This Role Profile is to provide a clear and concise statement of the main tasks and activities of the post, it is not intended to be an exhaustive list of every aspect of the post holder's duties. St Mary's Kenmure reserves the right to change or modify your job description as and when required

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Personal Specification – Residential Care Worker

Personal Specification	Essential (must have)	Desirable (would like to have)
KNOWLEDGE	• Sound Knowledge of the role and accountability of the role • Demonstrates a knowledge and understanding of Employer and Employee Code of Conduct as set down by the SSSC	
SKILLS	• Team working • Good interpersonal and motivational skills • Time management • Planning and organisational skills • Written and verbal communication skills • Tact, patience and understanding • Mental strength to cope with challenging situations • Ability to keep accurate records and write reports	
EXPERIENCE (Occupational – Minimum Experience)	▪ Experience in working in social care	Preferably in residential care or secure care
EDUCATION/ TRAINING (Educational – Minimum Qualifications)	• Possess or working towards an HNC in Social Care and/or an SVQ in Social Services at SCQF Level 7 (or Caring for Children and Young People) – you must be able to demonstrate you are working towards these qualifications	Social Work Degree SVQ3 – Children and Young People or Social Services HNC (preferably in Social Care)
PROFESSIONAL QUALITIES	• Capabilities in relation to reviewing the safety and welfare of children and young people • Give support and commitment to the work of the team, making effective efforts to develop skills and competences of yourself and others • Appreciate the significance of safe care and interpreting this accurately for individual service users and others • Recognise own areas of responsibility and accountability • Maintain high standards of service delivery • Have a consistency of approach in work practice	
PERSONAL QUALITIES	• Works to ensure credibility in effectively managing relationships • Self-motivated • Demonstrates a 'can do' approach • Approachable • Team Player • Ability to work on own initiative whilst taking responsibility for your own actions • Work under pressure and remain calm • Ability to work with minimum supervision • Inclusive and respectful • Carry out role with credibility and professionalism at all time • Structured approach to planning and organising with an ability to prioritise • Flexible and Adaptable in dealing with challenging situations • An ability to listen and be sympathetic whist responding to concerns, motives and feelings of others • Be open minded when dealing with situations	
DRIVING LICENCE		x