

## Residential Support Worker (RSW)

**SALARY** - **£17,660 - £24000.**

**The RSW is responsible to the GIRFEC Senior and Lead Practitioners (SGP, LGP) who in turn are directly responsible to the Residential Services Manager (RSM).**



### Essential Qualifications:

The RSW will be required to:

- Register with Scottish Social Services Council (SSSC).
- Undertake or commenced HNC Social Care SVQ level 3.
- A full driving licence.

### Desirable Qualifications:

Additional desirable skills and qualifications include:

- Some knowledge and understanding of practice informed by GIRFEC;
- Counselling Skills.
- Can deal with challenging behaviour.
- Relevant experience.
- Good general health

### Taking direction from SGP/LGP the RSW will:

- Demonstrate commitment to, and show unconditional positive regard for, each child and young person, including ensuring opportunities are in place for the voice of each child to be heard.
- Provide empathy and support through a person centred approach for each child and young person at all times including when they are emotionally, psychologically and socially isolated and distressed.
- Promote and strengthen a family ethos within Aspire through role-modelling positive relationships with each child and young person.
- Promote an ethos of inclusion, professionalism and team work within and beyond the residential facilities.
- Communicate regularly and effectively using IT systems as appropriate.
- Foster partnership with care staff, education staff, parents and carers, and relevant external professionals to ensure young people have every opportunity to meet their agreed outcomes.
- Empower each child and young person to make use of available services and information.
- Demonstrate commitment to providing learning opportunities for children and young people to ensure the best outcomes for each child and young person.

### The RSW must adhere to:

- Aspire Scotland Ltd Core Values.
- Aspire Scotland Ltd Mission Statement.
- Principles and Practice of Getting It Right for Every Child and the guidance contained within The Children and Young People Act (Scotland), 2014.
- Confidentiality in line with Aspire Scotland Ltd Policy and Procedures and the Data Protection Act 1998.
- Principles and Practice of Curriculum for Excellence as it relates to care workers; and
- Common Core of Skills, Knowledge and Understanding and Values for the 'Children's Workforce in Scotland'.
- The registration requirements of the Scottish Social Services Council and work to the highest professional standards, adhering to professional codes of practice of SSSC and other relevant professional bodies, to ensure that the core values and mission statement of Aspire Scotland Ltd are met.

**The RSW will under the direction and guidance of the GSP / GLP** must be aware of policies and protocols that safeguard the health, well- being, safety and security of all children and young people, and their environment including:

- Risk assessments.
- Communication (to ensure that all communication is accurate and timely with children and young people, colleagues, parents and carers, external agencies).
- Incident recording.
- Understanding and managing challenging events and behaviours.
- Child Protection protocols.

**Main tasks of the RSW are to support the GIRFEC framework to:**

- Assist in the delivery of the total care and education needs of children and young people through supporting and guiding each child and young person to be *safe, healthy, active, nurtured, achieving, respected, responsible and included. (SHANARRI)*
- As part of a key team to encourage each child, young person, their family and other support agencies to be actively included in their family and community.
- Work a flexible rota pattern during the period of an agreed rota and participate in additional hours of duty including, as required on occasions, work away from home.
- Follow guidance to manage the financial requirements of the young people within the agreed systems.
- Accompany children and young people to various events and meetings off site, such as family visits, activities, health appointments, review meetings.
- Undertake continuous professional development, attend meetings, training courses and conferences as required in order to keep abreast of new initiatives and research.
- Participate in report writing and assessments of children and young people
- Implement strategies that support individual children and young people to achieve positive outcomes
- Ensure all appropriate reports required for meetings are checked and approved by the GSP /GLP.
- Be clear about curricular pathways in order to promote and support young people and children to actively participate in their learning opportunities throughout the day as part of their lifelong learning.
- Model engagement with children and young people in physical activities, hobbies and interests to promote their health and wellbeing and strengthen their relationships with others.
- Ensure all written recordings are clear, accurate and reflect the agreed individual Educare plan.
- Undertake the appropriate training to achieve full SSSC registration, personal development and to meet the identified needs of young people and children in Aspire's care.
- Adhere to Aspire's quality assurance procedures in line with the Scottish Social Services Council codes of practice, the National Care Standards and HMIE.
- Become familiar with and use Aspire's online communication platform, known as The Gateway.
- Complete Induction and mandatory training within the probationary period of 6 months
- Fully participate in arrangements for supervision and appraisal.
- Attend staff meetings in accordance with the meeting schedules.
- Support children and young people at school as and when required.
- Be flexible and work within Aspire's rota management across all resources.
- Undertake any other duties or responsibilities that may be required from time to time.