

<b>BAIRNS' HOOSE SUPPORT WORKER</b>			
Reference No.	A5446	Type	Generic
Service	Children & Families, Children & Families and Justice Social Work Service		
Job Family	Social Services/Social Work/Social Care	Grade	FC6

<b>Purpose</b>
Working with Bairns' Hoose partners to support children who have experienced abuse or violence, and their families, at every stage of the care, protection, justice and recovery journey.

<b>Task or Responsibility</b> - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	<b>Person Specification: Skills, Knowledge, Qualifications or Experience</b> - Criteria can apply to more than one task or responsibility	<b>E</b>	<b>D</b>
Co-ordinating and managing cases, effectively using case recording and file management systems.	<p>Considerable experience of working in a relevant setting</p> <p>Knowledge of professional practice models and standards</p> <p>Educated to SCQF level 7 which includes HNC or Advanced Highers or SVQ 3 or equivalent</p>	<p>x</p> <p>x</p>	<p>x</p>
Undertaking assessment of needs and risks as directed.	<p>Knowledge of theory underpinning practice in relevant areas of Social Work</p> <p>Understanding of child development.</p> <p>Understanding of adverse childhood experiences and the impact of trauma.</p>	<p>x</p> <p>x</p>	<p>x</p>

## Role Profile

Contributing to complex assessments of need and risk.	Experience of joint working	x	
Reducing levels of risk to service users and others.	Knowledge of relevant guidelines and information sharing protocols	x	
	Knowledge of the responsibility for reporting issues	x	
	Ability to provide a regular and effective service	x	
Contributing to and developing care/action plans.	Experience of case co-ordination/planning		x
Providing written reports as required, including informed recommendations concerning care/action plans and further actions.	Problem solving skills	x	
	Report writing skills	x	
	IT skills	x	
Maintaining service user/carer contact as required.	Communication skills	x	
	Ability to communicate and engage with children	x	
Promoting/maintaining independence and inclusion.	Knowledge to practice in a way that empowers others	x	
	Experience of adopting and developing models of practice		x
Engaging and supporting families and carers.	Knowledge of the role of carers and families and the impact this may have on health and well-being	x	
Working in collaboration with partners e.g. Health Service, Education, Police and voluntary sector agencies.	Knowledge of stakeholder objectives	x	
	Experience of multi-disciplinary working		x
Improving the outcomes for service users by applying knowledge, judgement and appropriate quality control procedures.	Knowledge of service policies, procedures and resources	x	
Promoting the interests of service users and carers in terms of rights, opportunities, culture and diversity.	Experience of promoting equality and diversity	x	

## Role Profile

Ensuring service users receive an outcome focussed service.			
Making sure that risk assessment and risk management are central to achieving good outcomes.			
Ensuring that all interventions and engagement with service users contribute to improving outcomes.	Experience of utilising a variety of interventions in working with groups and individuals	x	
Utilising financial resources in line with Council policy and procedures.			
Being responsible for the effective application of the electronic client information system by updating and ensuring the accuracy of all relevant client records.	Experience of interpreting data  Analytical skills  Knowledge of the value of performance management/monitoring	x  x	x

E = Essential Criteria    D = Desirable Criteria

### Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required

**Before confirming appointment:** You may be required to obtain PVG scheme membership or a Disclosure check. Please refer to the job advert for clarification of the specific requirement.

<b>Additional Information – the following information is available:</b>	<b>Expected Behaviours</b>
<ul style="list-style-type: none"><li>• Skills Framework (if applicable)</li><li>• <b>How</b> we work matters</li></ul>	<p>Every council employee is expected to lead the way by making decisions and behaving in ways that uphold our community commitments and values.</p> <p>Please refer to How We Work Matters Guidance to learn more.</p>