



Senior Care Worker

Our Mission is to create a community where Children and Young Adults can live, learn and work in an integrated community based on mutual respect and unfolding of individual potential

Post:	Senior Care Worker/Senior Practitioner
Service:	Residential Care Homes
Line Manager:	House Co-Ordinator
Salary Range:	£13.99per hour
Hours:	40 hours per week

Job Dimensions–To actively promote the rights of children and young people as individuals and provide them with high quality care in accordance with the policies and procedures of the organisation. To assist in the provision of a safe and homely environment both individually and as part of a team, to help young people achieve their potential by strengthening areas where they can develop.

This post requires:

- Relevant experience of working with children and/or adults with additional support needs (approx. 2-5 years)
- SVQ Level 4 in Social Care or recognised equivalent other qualification
- SSSC registration with/without conditions
- PVG membership for work with children and vulnerable adults

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Senior Care Worker

- Have current Protection of Vulnerable Groups knowledge and understanding

Desirable for post:

- Further professional development or training in social pedagogy or education
- Previous supervisory responsibility in a child/young people care setting
- Previous working/volunteering experience in a Camphill setting
- Hold a clean and current driving licence
- Have relevant IT and administration skills

Key Responsibilities

- Act as carer for nominated children/young people, as appropriate, and/or temporarily cover where a child/young person's carer is not present
- Assist the House Co-ordinators in creating a warm and supportive educational and therapeutic environment
- Carry responsibility for the general running of the house in the absence of the Assistant/House Co-ordinator
- Be aware of, and contribute to, the planning and monitoring of children/young people's individual education/behavioural objectives and targets and carry them out under the House Co-ordinator's instructions
- Oversee the appropriate individual programmes of the children/young people in your care



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Key Responsibilities

- Ensure a high standard of personal care and hygiene for the children/young people, carefully monitoring any ailments affecting the children/young people and notifying the House Co-ordinator and others where appropriate
- Follow any child/young person's programme (educational/behavioural/etc) as prescribed or instructed by a doctor, therapist, teacher, etc as required
- Promote and encourage both independence and interdependence in children/young people at all times
- Attend relevant meetings as required or appropriate, including pupil studies, reviews, facilitating action plans
- Report any co-worker behaviour that is causing difficulties or may affect the performance of the house
- With appropriate support, where required, provide care for a children/young people out-with the CSA Estates e.g. Activities week
- Assist with/take responsibility for individuals or groups of children/young people and do adequate preparation for this
- Participate in general organisational and housekeeping tasks within the house

Accountability

- Comply with the CSA Health and Safety policies, including Fire Precautions and Prevention
- Ensure all reasonable precautions are taken to provide for the safety of pupils both on campus and in the community

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Accountability

- Ensure all relevant and current CSA policies are understood and worked within and that it is known where to access this and further information should it be required
- Maintain confidentiality of all information concerning pupils
- Comply with CSA regulations concerning performance of their duties and undertake any such other duties as reasonably required by the CSA

Personal Qualities and Aptitudes

- Demonstrate a warm and flexible attitude
- Have the ability to work well within a team and independently as needed
- Have positive people management skills to enable successful team building and leading as required
- Demonstrate good communication skills with people at all levels within the organisation, with visitors and parents/external professionals
- Be aware of, and manage, risk both to the pupil and him/herself
- Be open to change
- Be willing to learn and share
- Accept personal accountability

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Continuous Professional Development

- Participate in reviews with the House Co-ordinator and relevant others
- Ensure all core and mandatory training requirements are met and certification maintained in date
- Attend lectures and in-service training as deemed relevant or necessary
- Seek out learning opportunities and transfer new skills and knowledge to the job
- Ensure at least the minimum number of CPD hours is completed each year in order to maintain SSSC (or relevant other) registration
- Attend and actively participate in regular Support & Supervision/Mentoring sessions
- Attend an individual annual review to reflect on the past year and plan for the next one. This review is also the opportunity to discuss personal aims and aspirations although this should also be part of a continuous process
- Work to their agreed Personal Development Plan

The tasks and remit contained within this job description captures the main responsibilities of the role and is not exhaustive. CSA retains the right to request other tasks, within reason, be undertaken by the post holder as requested.

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