



Working With Horizons

Horizons vision is for young people within our care to thrive in a positive living experience, which meets and exceeds the requirements of the National Care Standards.

Horizons ethos resonates with childcare theory including Dyadic Developmental Psychotherapy, Attachment Theory, Social Pedagogy and Opportunity led Life Space Interventions. Our care practice aims to promote the development of young people's coping mechanisms to resolve past experiences and enhance individual capacity in respect of life skills, self-esteem, confidence, and resilience.

Horizons provide, as standard, a staffing ratio of 1:1 who are competent and confident in working alongside young people with complex and sometimes challenging behaviours. Our young people may present with a range of physical, social or emotional needs and the specialised care we provide, requires to be adaptive and flexible in response.

Job Description: Residential Care Worker

Responsible To: House Manager / Senior Residential Care Worker's

Salary: Based On Qualifications & Experience
(Sleepover Payment is applicable to this post.)

Working Hours: Rota System In Operation

- Full Time (Equates To 36 Hours Per Week)
- Part Time (Equates To 18 Hours Per Week)
- Relief (As & When Required)

Location:

Key Operational Functions/Duties:

- To create a nurturing, homely environment where young people are encouraged to develop their full potential.
- To participate in the formulation of care plans and risk assessments.
- To work in a positive and respectful way with all young people, promoting positive relationships and encouraging the achievement of each young person's short and long-term outcomes.
- To act where appropriate as Keyworker or Co-Keyworker to a particular young person in order to provide individual support and take a special interest in their personal achievements and developments.



- To liaise and work in a positive way with parents and partner agencies to ensure the best opportunities are available for all young people.
- To ensure each young person is provided with the most effective and appropriate supports for their individual, present and future developmental needs.
- To undertake sleep in duties on a rota basis.
- To maintain all records and reports relevant to young people and to Horizons.
- To attend meetings / reviews as appropriate and to participate in the effective, supportive and efficient working of the staff team.
- To work cooperatively and communicate as part of a team
- To participate in internal / external training courses as deemed appropriate by Horizons.
- To undertake any other duties as reasonable requested by the House Manager, or Senior Residential Care Worker's

Person Specification:

- You should be an experienced residential care worker with experience in caring for vulnerable young people who have a range of support needs, particularly needs arising through disability, traumatic life experiences or family breakdown.
- Ideally, you will be fully qualified as a residential care worker, meeting the requirements as determined by the Scottish Social Services Council (SSSC) for Registration. however, the right 'partially qualified' candidate will be encouraged and supported to undertake the necessary additional qualifications
- Preferably, you will hold a current, clean Driving Licence and be ready and willing to transport young people using company vehicles.

Young People's Participation:

Recent consultation with our young people generated the following list of attributes that they would like in staff who support with daily living:

“Good workers will: be kind / be helpful / listen to people / have a good sense of humour and be funny / always be their best with you.”