

ADDITIONAL INFORMATION SHEET

**Additional Information for Project Worker 2**

You will have received a job description and person specification for the above post. This is a generic role in use throughout the organisation and therefore Barnardo’s uses generic job descriptions and person specifications when advertising for such roles.

When completing your application form, please refer to the skills, knowledge and experience required as detailed in the **Person Specification** and also any further information included in this **Additional Information Sheet**. This should be done with an understanding of the context of the service described.

**Objectives of Service**

The service is a partnership between Barnardos Scotland and Highland Council, supporting care experienced children and young people with complex and additional needs.

This is a new service within Highland which will look at the individual needs of children and young people and develop bespoke care packages using a right based, trauma informed approach working with the whole family around the child. This may include residential or short breaks support.

The team working with the children will enrich their lives through care, support and activities which will be aimed at raising self-esteem, promoting a sense of mastery, and enabling the children to access experiences that are individually tailored to their interests and nurture their talents. The team will work with the wider partnership to ensure that Educational and Health needs are met.

Due to the nature of the service, it is vital that individuals are flexible and responsive to the needs of the children they are supporting.

Individuals must feel confident about working with children who have complex additional support needs and be able to provide calm, caring support to children and young people who may have an appetite for risk or may not recognise risk themselves.

Therefore, it is essential that the candidate has the following skills, and experience.

* Innovative and Creative practice
* Excellent communication skills
* Adaptable and Resilient
* Experience or willingness to support children with personal care / ensuring high standards of dignity and hygiene.
* Experience of working with children and young people who have displayed high levels of distress and a commitment to building safe, nurturing relationships with them to understand their unique needs

Individuals will be expected to work flexibly across a range of shifts to meet the needs of the children. These shifts may include day shifts, evening shifts, and sleepover shifts over a four-week rota period. Due to the nature of the service protected time will be allocated for support, supervision, reflection, and development within contracted hours.

Additional sleepover allowances will apply.

**Knowledge/Qualifications**

* SVQ3 level qualification in Health and Social care or equivalent/ or willingness to work towards this.
* Awareness of factors impacting on and issues facing vulnerable children and young people and families (e.g. disadvantage, poverty, disability).
* Knowledge and understanding of additional support needs with an awareness of the diversity of needs including impact of underlying health conditions, neurodiversity, communication, accessibility, developmental stages and impact on the wider family
* Knowledge of child/young people development, with more specific knowledge around children and young people with Adverse childhood experiences and trauma informed care.
* Knowledge of safeguarding and promoting the welfare of children.
* Knowledge and understanding around Risk Assessments and an understanding of strategies around risk with Children with additional needs.
* Knowledge of legislation and guidance around the service, and more specifically relating to children with additional needs.

**Experience**

* Experience of direct work with children, young people, and families with additional needs.
* Experience of applying different approaches and models of interventions with children, young people, and families with additional needs.
* Experience of applying safeguarding and child protection policies and procedures.
* Experience of working in line with the Getting it Right for Every Child (GIRFEC) framework.
* Experience of recording and reflective practice.
* Experience of working with children and young people who require personal care support.
* Experience of working with children and young people who have displayed high level distressed responses or actions which pose a challenge to their safety or wellbeing

**Skills**

* Ability to recognise, understand and listen to the different forms of communication children and young people may show to express their feelings, thoughts and experiences
* Ability to communicate effectively with parents, families and professionals working with children and young people.
* Ability to work as part of a team, which is consistent within the parameters of the individual care packages.
* Ability to record case notes accurately and clearly, deploying the necessary standard of writing and IT skills.
* Ability to write reports and produce other management information.
* Ability to analyse and be solution focussed when supporting children and young people.
* Ability to apply Barnardo’s safeguarding and child protection procedures.
* Ability to apply Highland Councils safeguarding and child protection procedures.

**Supplementary Information**

* A full driving license and access to car for work purposes.