



## CANDIDATE INFORMATION for the exciting roles of:

### Senior Practitioners

Permanent, full-time

### Residential Care Workers

Permanent, full-time

The Good Shepherd Centre, Greenock Road, Bishopton, PA7 5PW

Tel: 01505-864500

Email: [applications@goodshepherdcentre.org.uk](mailto:applications@goodshepherdcentre.org.uk)

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## A message from the Director

Dear Applicant,



**Thank you for your interest in the Good Shepherd Centre (GSC). Our work helps and supports young people who have experienced extreme difficulties in their lives to make sense of their experiences and build hope for the future.**

We want to give you a flavour of who we are, what we do and why, and how we go about our work. We want to share the vision and values of Team GSC so that you understand what the rewards and challenges of working with us might be for you. We also want to tell you about the lives and experiences of young people who come to stay here with us.

In this pack, you will see that there are links to sections on our website which explain the purpose of GSC, how the different departments work together towards the best care, education and specialist support the young people who come to stay with us need and to the stories of the young people we support.

Everyone at GSC is committed to making a positive difference alongside and for young people. The Good Shepherd Centre's purpose is to provide a positive, life changing experience for young people through individual care, education and skills development. We do this through trying to make sure everything we do upholds the values and principles of kindness, respect, nurture and relational and rights-based practice. This means we have a strengths-based approach and we get to know and to understand each young person as an individual and build trust and positive relationships with them. We work with families and other adults in their life to support each young person to move forward from the often-extreme challenges and harm they have experienced.

There is a well know proverb or saying; which seems to be common across several different African cultures and languages, which is *'It takes a village to raise a child'*. In the Kijita language the literal translation is that regardless of a child's biological parents, their upbringing belongs to the community. So for the children and young people at GSC and in our care, we know this means a whole team/whole centre approach and valuing every colleague in every job role; because whatever our role; we all play our part, working together in the best interests of the children and young people we support.

The GSC has made a commitment to [#KeepThePromise](#) and all our staff team will have a part to play as we further strengthen our care, education and health and wellbeing teams.

If you are committed to making a positive difference to the lives of vulnerable young people through being a positive role model for GSC, we'd love to hear from you.

We hope to meet with you to discuss this opportunity,



Alison Gough, Director, GSC

## Introduction to the Good Shepherd Centre

*“Our purpose is to provide a positive, life-changing experience for young people through individual care, education and skills development focused on promoting young people’s mental and emotional wellbeing and longer term positive outcomes”*

We are a Scottish charity that provides a secure care & intensive care service for vulnerable young people based in Bishopton, Renfrewshire and are privileged to be situated in a 38-hectare campus; within a beautiful countryside setting and stunning views over the Clyde estuary.

We support young people from the age of 12 up to 18 in secure care and 20 in close support care. We work alongside their families and the professionals involved in their lives, to make sense of their experiences and to build hope, coping skills and goals for the future.

Young people live in one of our 4 houses or 2 cottages depending on the level of support required. They continue their education in our school on campus or attend further education out with the campus.

We offer a place of safety and nurture and a positive, holistic and strengths-based ethos.

GSC has gone through an exciting period of growth and we’re on journey for a further period of growth with strategic goals aligned with The Promise in place for the next three years. These goals are set to move the organisation forward confidently in the best interests of the young people and other stakeholders.

This is an exciting time to join Team GSC as the charity seeks to build on its strong reputation for relational based practice and helping young people to build hope, skills and plans for their future.

### Context of Work

Young people are referred to us through the Children’s Hearing System and the Criminal Justice System. They have experienced difficulties in their lives, and many will have faced traumatic and harmful situations and may be experiencing psychological distress; mental health problems; and problems coping with managing feelings and day to day life.

### Values

Our values are at the core of every decision we make as a team; we are **Kind, Nurturing, Resilient,** and **Rights Respecting**. In addition to our core values, ‘**Hope**’ has also been part of our ethos for a long time, as we believe without Hope we cannot achieve our goals.

### Working for us

We have a caring, experienced and committed staff team. This multi-professional, multi-skilled team includes qualified and registered residential childcare managers and staff teams for each House, and GTC registered teachers within our Education Department. Our senior staff promote and model a positive, compassionate, strengths and relational based approach to all aspects of our work and encourage a culture and climate of ‘whole centre community’, where the dignity, needs and rights of the individual are respected at all times.

In addition to our residential care and Teaching staff, we have a number of other specialist practitioners including learning support staff with specific skills, Clinical and Forensic Psychologists and advisors, therapists, creative arts, sports and vocational coaches and tutors.

Team GSC includes c150 staff and our Director leads a Senior Management Team including:

- Head of Secure Care
- Head of Education and Depute Head of Education
- Head of Practice & Professional Development
- Head of Intensive Support & Throughcare

## Our structure



Organisational  
structure 2022.pdf

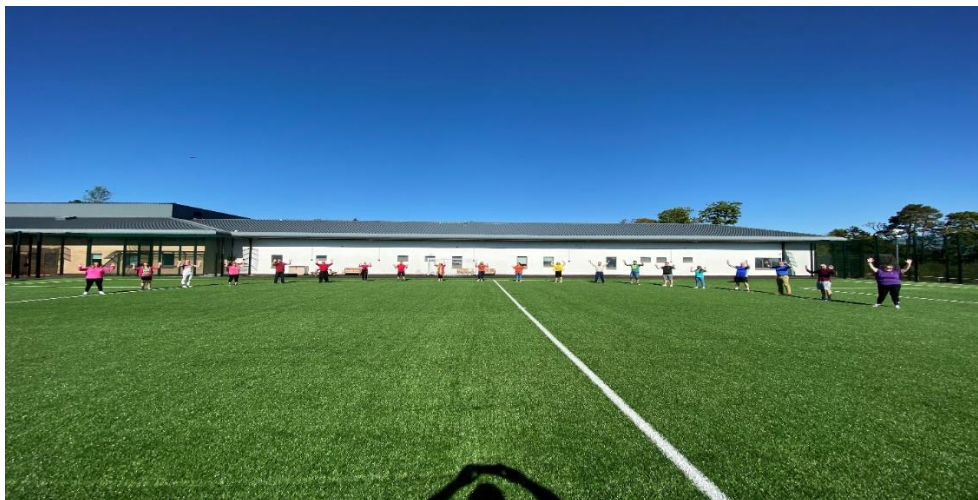
## SSQR

You can read more about our work and outcomes for young people in our SSQR (2019 – 20)

[Service Standards & Quality Reports - Good Shepherd Centre \(gsc.scot\)](#)

## Care Inspectorate Report (2020)

We are very proud of our scores and the feedback we received from young people, staff, social workers and the care inspectors. You will find the full report for both secure and close support [here](#).



## Senior Practitioner

### Job description

Position title:	Senior Practitioner
Reports to:	House Manager
Contract Type:	Permanent
Position Type:	Full time
Hours of work:	37.5 hours
Pattern of work:	Rotational three weekly shift pattern including early, mid, late and weekend shifts
Salary guideline:	£26,235 - £31,944 per annum

### Purpose:

The Senior Practitioner is a key position, occupying a role critical to the overall welfare of young people in the residential setting. You will promote and uphold the vision and values of the Good Shepherd Centre as a place of care, safety and learning. Our purpose is to provide a positive, life changing experience for young people through individual care, education and skills development focussed on promoting young people's mental and emotional wellbeing and longer term positive outcomes.

Through ensuring that the work is in keeping with legislative, procedural and good practice requirements and guidance, the overall focus of the role is to build trusting relationships with young people within a nurturing, stimulating and safe environment. You will work as part of a team to support young people to meet their needs, achieve their goals and build hope for their future.

### Main Duties:

1. The Senior Practitioner will undertake all of the responsibilities as prescribed within the job description of the RCW.
2. Promote the wellbeing and protection of children and young people.
3. To assist in the case team management.
4. As required assist & monitor the use of financial resources.
5. Mentor the development of individuals / teams to enhance performance.
6. To be involved in the monitoring of systems of the House.
7. Ensure the care environment effectively meets the physical, social, emotional needs of the young people.

## Person Specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>You must possess or be working towards the Higher National Certificate in Social Care and/or the Scottish Vocational Qualification in Care at Level 3 (or Caring for Children and Young People), or equivalent qualifications recognised by the Scottish Social Services Council.</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of working with young people in social care, preferably in Residential Child Care</li> </ul>	
<b>Professional Registration</b>	<ul style="list-style-type: none"> <li>To maintain registration within employment/to register with the Scottish Social Services Council (SSSC) under the 'Residential Child Care Workers' category within the first six months of employment. This is a legal requirement within the Care sector for individuals to be registered under the correct category within the six month timescale of the commencement of employment</li> </ul>	
<b>Knowledge &amp; skills</b>	<ul style="list-style-type: none"> <li>You will possess capabilities in relation to viewing the safety and welfare of young people as paramount;</li> <li>Giving commitment and support to the work of the team;</li> <li>Making effective efforts to develop the skills and competences of others;</li> <li>Appreciating the significance of safe care and interpreting this accurately for individual service users and others;</li> <li>Recognising own areas of responsibility and accountability; and always maintaining a high standard of service delivery and consistency of approach in work practice.</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of the importance of being a good role model for our young people</li> <li>An understanding of the needs of different young people</li> <li>Good time management and organisational skills</li> </ul>

	<ul style="list-style-type: none"> <li>• The ability to develop good relationships with young people, parents and colleagues</li> <li>• The ability to motivate and provide encouragement for young people to provide hope for their future</li> <li>• The ability to work well as part of a team &amp; also to use own initiative</li> <li>• You must have excellent written/verbal communication &amp; interpersonal skills necessary for developing and maintaining positive relationships in a challenging environment.</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• You will be flexible and imaginative in dealing with challenging situations;</li> <li>• Be able to listen sympathetically, correctly responding to concerns, motives and feelings of others;</li> <li>• Have an open mindedness and flexibility in dealing with situations;</li> <li>• Be aware of the range of emotions in self and others;</li> <li>• Be able to take responsibility for your own actions and effectively use your own initiative.</li> <li>• A caring &amp; approachable personality</li> </ul>	<ul style="list-style-type: none"> <li>• Competence, dedication, passion &amp; sense of humour</li> <li>• You must be interested in learning and demonstrate a willingness to be flexible and creative</li> <li>• Patience, respect and empathy</li> <li>• Good listener and attentiveness</li> <li>• A non-judgemental attitude and open-mindedness.</li> </ul>

### Additional information

If you would like to find out more about this opportunity, please contact either Louise Morrison, Head of Secure Care or Robert Clark, Head of Intensive Support & Throughcare on 01505 864500.

### Rotational three week shift pattern

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
L	E	L	E	O	L	L
E	O	O	M	L	E	E
O	L	E	L	E	O	O



The shift times for this shift pattern are as follows:

- E: 7:45am – 3:30pm (7:45am - 4:00pm on Thursdays)
- L: 3:00pm – 10:30pm (2:00pm – 10:30pm on Thursdays)
- M: 1:15pm – 4:00pm
- O: Day off

## Residential Care Worker

The Residential Care Worker is a key position promoting and upholding the vision and values of the GSC as a place of care, safety and learning.

We are looking for caring, child-centred, hardworking and resilient individuals with a motivation to be a positive role model and make a difference in the lives of vulnerable young people.

The successful candidates will be involved in building trusting relationships with young people within a nurturing, stimulating and safe environment.

### Job description

Position title:	Residential Care Worker
Reports to:	House Manager
Contract Type:	Permanent
Position Type:	Full time
Hours of work:	37.5 hours
Pattern of work:	Rotational three weekly shift pattern including early, mid, late and weekend shifts
Salary guideline:	£25,235 - £30,944 per annum

### Purpose

The Residential Care Worker will promote and uphold the vision and values of the Good Shepherd Centre as a place of care, safety and learning. Our purpose is to provide a positive, life changing experience for young people through individual care, education and skills development focussed on promoting young people's mental and emotional wellbeing and longer term positive outcomes.

Through ensuring that the work is in keeping with legislative, procedural and good practice requirements and guidance, the overall focus of the role is to build trusting relationships with young people within a nurturing, stimulating and safe environment. You will work as part of a team to support young people to meet their needs, achieve their goals and build hope for their future.

### Main Duties

1. Promote the wellbeing and safety of children and young people at all times.
2. Support children and young people to develop and maintain supportive relationships.
3. Contribute to the assessment of children and young people's strengths, needs, goals and risks.
4. Contribute to the development of care plans with and for individual young people
  - i. Support the social, emotional and identity development of children and young people.
  - ii. Work with children and young people to promote their own physical and mental health needs and administering medication where appropriate in line with policy and procedures.
  - iii. Support the needs of children and young people with additional requirements.
  - iv. Preparation of reports and maintaining records, including financial, in accordance with relevant standards and legislation.
  - v. effective and supportive communication

- 5 Work effectively as part of a team supervising, monitoring and supporting young people to reach their full potential.
- 6 Promote, monitor and maintain health, safety and security in the working environment.
- 7 Reflect on and develop your practice.
- 8 Work with children and young people to prepare them for adulthood, citizenship and independence.
- 9 Prepare, implement and evaluate individual and group activities with and for young people to meet their needs.

### Person specification

	Essential	Desirable
<b>Professional Registration</b>	<ul style="list-style-type: none"> <li>To maintain registration within employment/to register with the Scottish Social Services Council (SSSC) under the 'Residential Child Care Workers' category within the first six months of employment. <i>This is a legal requirement within the Care sector for individuals to be registered under the correct category within the six month timescale of the commencement of employment.</i></li> </ul>	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>You must possess, be working towards or willing to complete equivalent qualifications recognised by the Scottish Social Services Council. This would be a minimum of a Higher National Certificate (in Social Services) and the Scottish Vocational Qualification at Level 3 or above in Social Services (Children and Young People).</li> </ul>	<ul style="list-style-type: none"> <li>Any additional Qualification such as Social Work degree or equivalent</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience in Residential Child Care or Secure Care setting</li> </ul>	<ul style="list-style-type: none"> <li>Several years working in a similar Residential School Care Environment</li> <li>Familiar with a Continuous Learning Framework and Whole School Nurture Approach to Care and Education</li> </ul>

		<ul style="list-style-type: none"> <li>Experience working with the National practise Model including GIRFEC</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>Viewing the Safety and wellbeing of young people as paramount</li> <li>Giving commitment and support to the work of the team</li> <li>Appreciating the significance of caring within a safe environment and interpreting this accurately for individual young people and others</li> <li>Maintaining a high standard of service delivery and consistency of approach in work practice</li> </ul>	<ul style="list-style-type: none"> <li>Working in partnership with other professional organisations and third party agencies</li> <li>Relevant knowledge of current care legislation, guidance such as Secure Care Pathways and Standards</li> <li>Knowledge of #Keep the Promise – Plan 2021-2024</li> <li>Relevant experience of writing reports, plans and records for young people and external agencies</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Emotionally self-aware, level headed and aware of the range of emotions in others</li> <li>Able to listen sympathetically and respond to concerns, motives and feelings of others effectively</li> <li>Aware of the importance of being a good role model for our young people</li> </ul>	<ul style="list-style-type: none"> <li>Creative when undertaking activities with and for young people</li> <li>Able to motivate and encourage young people and develop hope for the future</li> <li>Be able to take responsibility for your own actions and effectively use your own initiative</li> <li>Calm, flexible and imaginative in dealing with challenging situations, this may include medical emergencies</li> <li>Resilient</li> </ul>

### Additional information

If you would like to find out more about this opportunity, please contact Louise Morrison, Head of Secure Care or Robert Clark, Head of Intensive Care & Throughcare on 01505 864500.

### Rotational three week shift pattern

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
L	E	L	E	O	L	L
E	O	O	M	L	E	E
O	L	E	L	E	O	O

The shift times for this shift pattern are as follows:

- E: 7:45am – 3:30pm (7:45am - 4:00pm on Thursdays)
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- M: 1:15pm – 4:00pm
- O: Day off

## Benefits

Below is a summary of our typical Statement of Main Terms and Conditions of Employment. We believe we offer a generous package of benefits to all our employees including:

### Hours of work

Normal hours of work for a full-time post will be 37.5 hours

### Annual leave

The annual leave for the post is 20 days, rising to 25 days after 5 years' service and to 28 days after 10 years' service

The annual leave year runs from 1<sup>st</sup> January to 31<sup>st</sup> December

There are 12 additional days per annum which are designated as public holidays

Pro-rata entitlements for part time staff

### Pension

Employees with permanent contracts, or temporary contracts lasting 3 months or more, become members of the Local Government Pension Fund, unless they apply to opt out.

The employee contribution is based on salary level.

### Other benefits

- Life Assurance 3 x salary, subject to being a member of the pension scheme
- Cycle to Work Scheme
- Employee Assistance Programme
- Blue Light Card scheme
- Lunch/meals
- On site car parking

## How to apply

We hope you have found the information in this pack both useful and informative.

If you are looking for a new and exciting role in the third sector and would welcome the opportunity to help young people achieve their potential, then working as part of our dedicated and experienced team may be a good move for you

**Please note**, as per our company policy, we are strictly unable to accept CV's.

**To apply**, please complete our application form available to download below and submit to [applications@goodshepherdcentre.org.uk](mailto:applications@goodshepherdcentre.org.uk) by the closing date. Alternatively you can request an application pack by email at [applications@goodshepherdcentre.org.uk](mailto:applications@goodshepherdcentre.org.uk) or by telephone on 01505 864500.

While we appreciate the time and effort put into applying for a post with us, we regret that due to the high volume of applications that we receive we will be unable to respond to unsuccessful applications. If you are selected for an interview, we will contact you within seven days of the closing date.

Pre-Employment Medical Questionnaires will be undertaken prior to confirmation of employment. All convictions whether spent or unspent must be declared. These posts are regulated work with children under the Protection of Vulnerable Groups (Scotland) Act 2007. The preferred candidate will be required to join the PVG Scheme or undergo a PVG Scheme update check. Where an individual has spent a continuous period of 3 months or more out with the UK in the last 5 years, an Overseas Criminal Record Check will be required. You will be required to provide this check. A confirmed offer of employment and commencement in the post will be subject to the outcome of both these pre-employment checks being deemed satisfactory.

Applications will be shortlisted for interview by matching the details given in their application against the job description and person requirements. We would therefore ask you to provide clear evidence to show how your experience, skills and knowledge match those requirements.

We are developing an innovative selection process to have a focus on values and engagement with young people.

Thank you for your interest in working with us. If you have any questions at all, please do not hesitate to contact either the contacts given herein for each job role or the HR department on 01505-864500.

Best wishes,

The Good Shepherd Centre



*"Staff try to support you as much as possible to help you maintain a positive image for the future" Young Person*

*"We heard of numerous opportunities for staff to take part in various projects and groups aiming to effect positive changes." Care Inspection report, June 2020 (February 2020 Inspection)*

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