

Senior Support Worker – Children's Services

Job Title:	Senior Support Worker – Children's Services
Location:	Edinburgh & The Lothians
Reports To:	Service Lead / Registered Manager
Hours:	Flexible

PURPOSE OF ROLE

The Senior Support Worker will play a key role in delivering high-quality, person-centred support to children and young people with autism, learning disabilities and additional support needs. The post holder will provide direct support, promote positive outcomes and assist the Service Lead in maintaining safe, effective and high-quality service delivery. The role requires a compassionate, child-centred individual who can act as a positive role model, support colleagues and contribute to a culture of safeguarding, inclusion and continuous improvement.

KEY RESPONSIBILITIES

- Deliver high-quality support in line with individual care and support plans.
- Promote the safety, wellbeing, rights and dignity of children and young people.
- Support children to access home-based and community-based activities.
- Assist children with emotional regulation, communication and independence skills.
- Build positive and trusting relationships with children and families.
- Support the implementation and review of support plans and risk assessments.
- Maintain accurate records and documentation.
- Support and mentor Support Workers.
- Participate in supervision, team meetings and service development activities.
- Escalate safeguarding concerns promptly and appropriately.
- Promote autism-informed, trauma-informed and relationship-based practice.
- Assist with audits, quality assurance and continuous improvement activities.
- Contribute to staff induction and development where required.

SAFEGUARDING RESPONSIBILITIES

The post holder has a responsibility to safeguard and promote the welfare of children and young people at all times and must report any concerns in accordance with organisational policies and child protection procedures.

PERSON SPECIFICATION

Essential

- Experience working with children and young people.
- Experience supporting autistic children and/or children with additional support needs.
- Knowledge of safeguarding and child protection.
- Understanding of person-centred care.
- Good communication and interpersonal skills.
- Ability to remain calm and professional in challenging situations.
- Ability to work independently and as part of a team.
- SSSC registered or eligible to register.

Desirable

- SVQ Level 3 Health & Social Care (Children & Young People) or equivalent.
- Understanding of GIRFEC and SHANARRI.
- Experience supporting emotional regulation and behavioural needs.
- Experience mentoring or supporting colleagues.
- Full UK driving licence.

PERSONAL QUALITIES

Compassionate

Patient

Reliable

Professional

Respectful

Flexible

Positive attitude

ADDITIONAL INFORMATION

North Care Services is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to safer recruitment procedures, satisfactory references, PVG membership, right to work checks and SSSC registration requirements.