



# Care Worker Recruitment Pack

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Begin a rewarding career with Kibble

## Foreword

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**For 160 years Kibble has provided unwavering support to young people who have faced trauma and adversity. Through our commitment to put young people first at all times, Kibble has evolved to meet their ever changing needs and as a result, has led the way in providing the highest standard of care.**

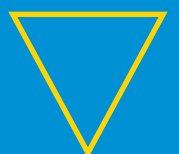
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The range of services and expertise Kibble possesses has only been made possible through an incredible, skilful and knowledgeable workforce. All employees have the same ambition – to innovate, learn and help as many young people as possible – and Kibble’s continued progress reflects that shared drive and common goal. The staff are the backbone of Kibble, and we are in-search of likeminded and enthusiastic individuals to join us in our mission.

It is an exciting time to begin a rewarding career with Kibble as we set out to grow and expand our services further; contributing to the enhancement of our already high standards and increasing the existing provision while applying trauma-informed practice. As a thank you to staff, there are exceptional employee benefits. Our inspiring learning culture offers many training and professional development opportunities. Also, we place great emphasise on supporting employee health and wellbeing.

The future direction of Kibble is aligned to three strategic priorities: to help more young people; to improve processes; and to introduce new services. With a loyal, dedicated workforce we will achieve all we set out to do. Working for Kibble means belonging and being part of a team that helps bring positive life experiences to young people, no matter what service you work in.

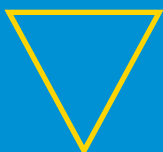
**Jim Gillespie, CEO**



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# About Kibble

Kibble is a leading children's charity and social enterprise, which empowers young people through education, care and therapeutic support. By providing stability and love to young people who have faced trauma and adversity, we encourage them to believe in themselves, feel a sense of belonging and realise their own self-worth. It is our mission to help young people move forward, fulfil potential and build positive futures.

Kibble supports children and young people across the UK, with the majority of services centred around our main campus in Paisley. We also have a number of services located across the West of Scotland.

## Our Services

Kibble provides a range of integrated services to offer tailored support to children and young people.

- Residential Care
- Secure Care
- Education
  - o Forest View Primary School
  - o Mirin Academy, the Safe Centre School
  - o Goudie Academy, the Open Campus School
  - o The Skills Academy
- Intensive Fostering Services
- Housing Support
- Adult Services
- Specialist Intervention Services (SIS)
- Interventions for Vulnerable Youth (IVY) Project
- St Mirren Football Club Partnership
- Puddle Lane Early Learning and Childcare Centre



One of our residential homes



Forest View Primary School



Main campus

# Our Mission, Vision and Values

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## Mission

Empowering lives and fulfilling potential through care, education and opportunity.

## Vision

Transforming lives, families and communities.

## Values



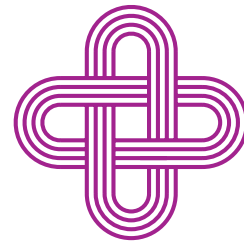
### respect

Building relationships on integrity, compassion and trust. Accountable and responsible use of resources.



### ambition

Courage to keep improving and innovating. Creating positive opportunities from everyday experiences.



### belonging

Inspired by our shared purpose, proud to be included. Making a positive difference and creating lasting connections.

## The Promise

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We across Kibble pledged to #KeepThePromise and play an integral role in making Scotland the best 'place in the world for children to grow up' so that children are 'loved, safe and respected and realise their full potential'. Following the Independent Care Review (February 2020) and subsequent reports, we continually strive to provide trauma-informed care to our children and young people in a loving setting, giving them happy experiences, good memories and feel a sense of belonging.

As a charity that has placed young people at its heart for over 160 years, we understand we must work alongside young people to help shape and co-produce service delivery in the years ahead.

# Kibble Employee Benefits

Kibble are committed to the professional development of staff as well as supporting employee health and wellbeing.

## Professional Development

- Kibble has a dedicated Learning and Development team to ensure all training needs are met including first aid, safety crisis management and more.
- Opportunities for further education to gain qualifications relevant to the area of work with financial support and mentorship from Kibble. We invest in our staff as they are the backbone of our organisation and as a result, we have created an inspiring learning culture with many development opportunities. This is part of the organisation's overall succession planning strategy.
- Attend relevant events and network to enhance learning that can be used across multiple disciplines.

## Safe Crisis Management

Safe Crisis Management (SCM) training equips employees with the skills to safely and confidently manage challenging behaviour through non-physical intervention techniques.

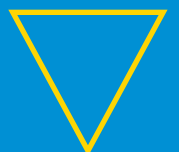
Sometimes people act and behave in a way that puts themselves and/or others at risk. SCM training shows how these instances can be avoided, and the ways to manage and de-escalate unwanted behaviour. It demonstrates techniques for encouraging positive behaviour choices and offers training on what needs to happen once the occurrence is over.

Employees are required to undertake and pass SCM as the training is mandatory for care and education roles.

**“Through Kibble’s Staff-in-Training programme, I became a fully qualified Child and Youth Care worker gaining a HNC in Social Care. The investment in my progress continued and four years later I am now studying for a Master’s degree, funded by Kibble.”** – Child and Youth Care Worker, Lola Devine

## Employee Health and Wellbeing

- Free membership to Prolife gym in Paisley
- 20% saving on childcare through our outstanding Puddle Lane children’s nursery
- Access to vaccinations
- Health plan with support towards healthcare costs
- Counselling services available
- Physiotherapist appointments
- A meal for every member of staff on shift
- Free onsite parking
- Partnership with Leven Car Company with exclusive offers
- Access to a credit union
- Generous holidays



# Child and Youth Care Worker Vacancy

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Recruiting Child and Youth Care Workers for our residential houses, which provide round-the-clock care and support to children and young people. The rewarding role involves spending time with young people, forming genuine connections, and developing their trust.

**“At Kibble, we’re fully prepared to help young people grow in the right direction and guide them to keep up a positive attitude and make plans for their future.”** - Child and Youth Care Worker, Mark Barrowman

## About the Role

As a Child and Youth Care Worker at Kibble, you will play a significant part in making a positive difference to the life of our young people. We are recruiting for patient, caring and enthusiastic individuals who have two years' experience of working within the social care sector to apply their knowledge and experience to the rewarding role.

The post may involve spending time with young people who, because of difficulties in the community, for example, offending, are unable to remain at home and who, at the instruction of a Children's Hearing or a Court, must be accommodated by Kibble.

## Main Responsibilities

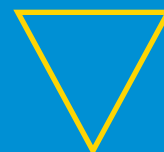
The direct work with children and young people follows a general pattern that must be tailored to the particular needs and requirements for each individual. This pattern involves 3 main areas;

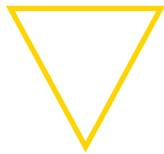
### 1. Admission of the child or young person

- Reading relevant reports and records
- Identifying any particular medical, social, religious or dietary requirements
- Ensuring that next of kin are aware of the location and telephone number of the establishment as well as contact names(s) and visiting times

Ensuring that child or young person:

- Understands the reason for admission
- Is aware of the social and educational programme he/she will be undertaking
- Is shown all the facilities of the school
- Understands visiting and home contact arrangements
- Understands the rules and regulations of the school
- Is aware of procedures to contact staff over personal concern and complaints
- Understands the roles of those involved in his/her care plan





## 2. The Care Programme

The Child and Youth Care Worker will:

- Have direct responsibility for the care and development of a number of children and young people. Each child or young person will have a placement programme involving social and educational targets, which will be regularly reviewed.
- Require to liaise with all relevant members of the multi-disciplinary team within the Centre to ensure a mutual understanding of these targets and to monitor and facilitate their achievement.
- Require to liaise with the area team social worker to ensure that there is both a mutual understanding of the school's social and educational targets and a linkage between these targets and the tasks being undertaken by the social worker.
- Meet with the parent(s) or other relative(s) of the child or young person to ensure that family contact is continuing, to seek their co-operation in achieving social and educational targets, to ensure that home leave is viable and to assist the linkage between the school's work and the area team social worker's tasks. Therefore, a driver's licence is essential for this post.

## 3. Recording and Reporting

- The Child and Youth Care Worker is responsible for ensuring that the placement plan for the child or young person is recorded in the format required by the Centre.
- The Child and Youth Care Worker is responsible for ensuring that the reports required by the Reporter to the Children's Panel or the Clerk of the Court or the Procurator Fiscal and the area team social worker are provided within the required timescales.

**“We are in-search of people with an ambition to make others feel seen and listened to, people who have a drive to give young people a chance at life. The care that Child and Youth Care workers give to young people can truly change lives.**

**The role offers incredible job variety as we help young people aged 5-26 years old through residential care, education as well as therapeutic supports. Kibble tailors the care plan completely to the individual child's needs.”**

- CEO, Jim Gillespie

**“Through a strong friendship I have built with a quiet, introverted young person, I have since encouraged them to enjoy swimming, exercise in the outdoor football pitches and get involved in the regular cook nights.”**

- Child and Youth Care Worker, Emma McGarroch



## About You

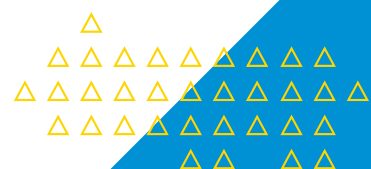
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### The Child and Youth Care Worker will be able to:

- Relate to children and young people in a way that promotes their trust and involvement in meeting the requirements of the Children's Hearing or Court and the social and educational targets of the school.
- Respond positively and calmly to physical and verbal aggression,
- Understand the dynamics of relationships between the young people in the unit and in the community, ensuring that action is taken to stop bullying, prevent isolation, avoid unhelpful friendships or pressure for sexual activities or substance, drugs and alcohol misuse.
- Establish relationships with young people within which incidents of physical, emotional or mental abuse can be revealed.
- Understand the roles and responsibilities of all individuals, groups and organisations that are involved in the care of the young people both within and outwith the Centre.
- Work unsupervised and on own initiative.
- Communicate clearly and precisely orally and in writing both within the Centre and with external agencies.
- Co-work with representatives from other agencies e.g. social work, educational psychologist, psychiatrist. The co-working will involve objective and clear representation of the needs and progress of the child or young person as well as the policies, procedures and practices of the Centre.
- Display a knowledge and understanding of the relevant legislation. In addition, the Child and Youth Care Worker will understand the stages of human growth and development, the causes and outcomes of offending behaviour and the dynamics of inter-personal relationships.
- Manage and motivate self in forming and sustaining relationships with children and young people, in working with internal and external colleagues and in undertaking administrative and allied duties.

### Qualifications and Experience

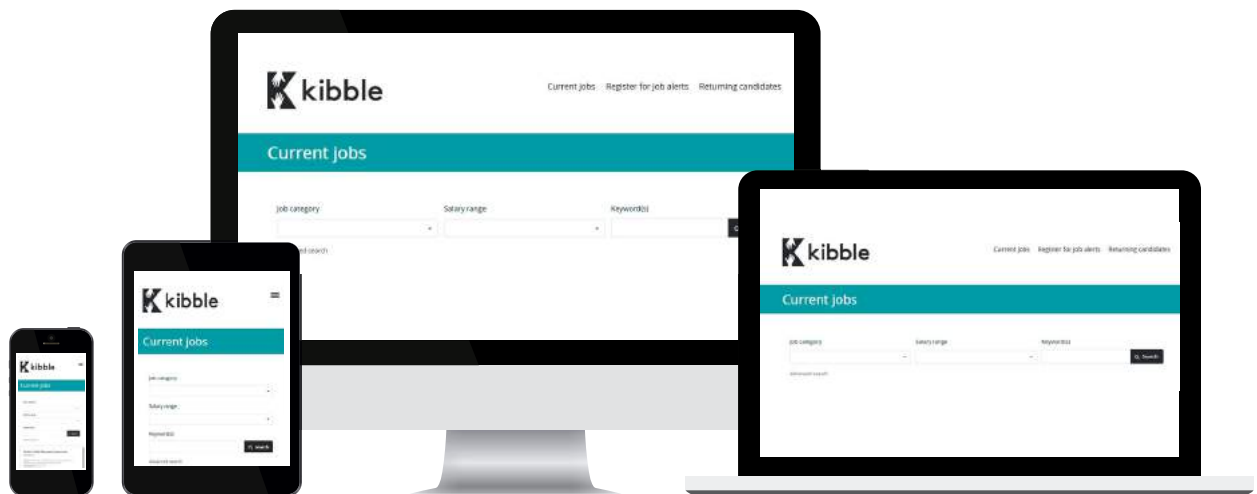
- HNC in Social Care, SVQ Level 3 in Care or equivalent or the ability to undertake the HNC and SVQ Level 3 Social Care.
- Experience of working with young people or providing care/support to vulnerable people is essential.
- Experience of working within the social care sector is desirable.
- Experience of working within residential childcare is desirable.
- Be willing to work in any service across the Kibble Group including the Safe Centre or Community Based Services.
- Residential Child Care is regulated work and if successful you will be required to register with the SSSC, who are the workforce regulator, within their applied timeframes. Preference will be given to those candidates who are already eligible for unconditional registration.
- Possess a full driving licence and be willing and able to drive school transport.



## Additional Information

1. This job outline reflects the main tasks and responsibilities discharged by the post holder at the present time, however, Kibble reserves the right to alter or amend the content of this job outline to reflect changes to the job or services provided, while maintaining the overall character and level of responsibility for the post.
2. Notwithstanding any information or statement described within this job outline, all duties must be carried out in a way that promotes equality of opportunity, dignity and respect for all individuals and which is consistent with Kibble's stated policy on equal opportunities.
3. The successful candidate will be subject to PVG Scheme Membership. Having previous convictions will not automatically disbar you from working at Kibble (with the exception of offences against children or other vulnerable groups) and every case is taken on an individual basis.
4. Appointments will be subject to a twelve-month probationary period.
5. Completion of post-offer health assessment questionnaire and satisfactory health check.

Visit our recruitment website: [www.jobtrain.co.uk/Kibble](http://www.jobtrain.co.uk/Kibble)



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