



## **CANDIDATE INFORMATION**

**for the exciting role of Family Wellbeing Support worker in our Wellbeing team:**

**Job Role: Family Wellbeing Support Worker**  
**Role Type: Permanent, part-time**

**The Good Shepherd Centre, Greenock Road, Bishopton, PA7 5PW**  
**Tel: 01505-864500**  
**Email: [applications@gsc.scot](mailto:applications@gsc.scot)**

## Contents

A message from the Director .....	3
Introduction to the Good Shepherd Centre .....	4
Working for us.....	4
SSQR .....	5
Care Inspectorate Report (2022) .....	5
Family Wellbeing Support Worker .....	6
Benefits .....	10
How to apply .....	11

## 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, there are some 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 GSC'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 is 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 development with strategic goals aimed at Keeping [The GSC Promise](#) in place for 2021-2024.

### 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 Intensive Support & Throughcare

➤ Head of Education

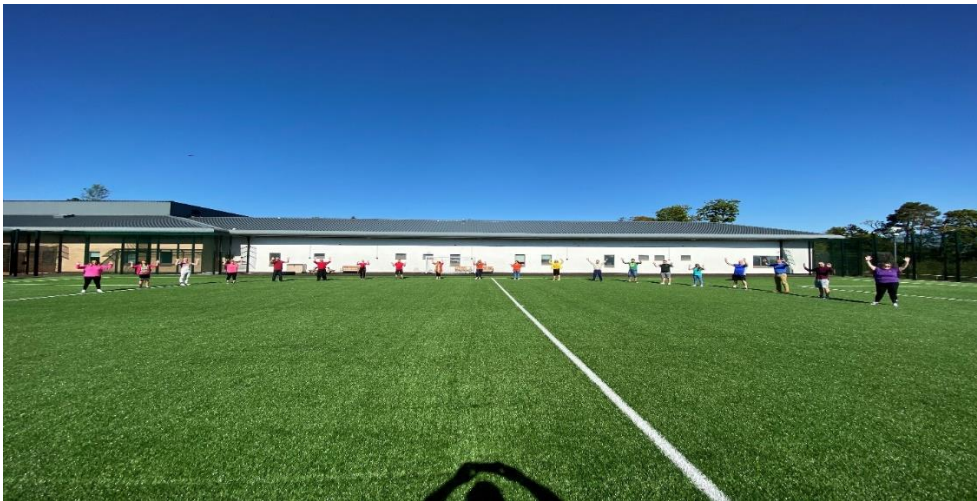
**SSQR**

You can read more about our work and outcomes for young people in our SSQR (2020-2021)

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

**Care Inspectorate Report (2022)**

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](#).



## Family Wellbeing Support Worker

### Job Description

Position title:	Family Wellbeing Support Worker
Reports to:	Wellbeing Team Manager
Contract Type:	Permanent
Position Type:	Part-time
Hours of work:	25 hours per week
Pattern of work:	Within Monday to Friday with a degree of flexibility and some weekend working may be required
Salary guideline:	£29,368 per annum (£19,579 pro rata for a 25-hour week)

### Purpose

The Family Wellbeing Support Worker will be responsible for the delivery of support services for families/carers and young people residing and making the transition from the Good Shepherd Centre. The role will include the provision of family support, outreach activities and delivery of intervention support which is tailored to the specific needs of families.

### Key responsibilities and competencies:

1. Identify, develop and provide individualised packages of support that are responsive and timely to meet the assessed needs of young people and their families or carers.
2. Complete assessments with young people and their families/carers using a strength-based approach to what is working well to inform what support is required, listening to the young person, families/carers and exploring what they need to flourish.
3. Following the completion of assessments, determine the most appropriate way to support the young people and their families/carers with focus on the wider family context to address specific, isolated and individual issues within the family.
4. Provide tailored intervention programmes for the young people and their families/carers where appropriate and recognise the impact of trauma, supporting families to heal.
5. Work with and build a trusting partnership relationship with young people, families/carers.
6. Liaise effectively with the multidisciplinary team within the GSC and with other external organisations to promote agency to young people, families/carers to have a say about people who support them.
7. Provide relational support to young people and families/carers during family time and observing and helping the family dynamics, including helping young people to reconnect with their families/carers within the local community and home environment.
8. Attend and contribute to relevant multi-professional meetings.
9. Work in an integrated way with other services to meet the needs of the young people, families/carers.
10. Assist in the process of re-integrating young people into education, socially and recreationally.
11. Ensure that the quality of records and preparation and content of appropriate reports for internal and external meetings are of a high standard in terms of content and accuracy.
12. Ensure you have an understanding of and adhere to Good Shepherd Centre policies and procedures.
13. Comply with the GSC Health and Safety Policy, data protection policy to protect your own and others health, safety and welfare.

14. Ensure you have an understanding of, and comply with the GSC procedures for promoting and safeguarding the welfare of the young people.
15. Develop skills and competencies that assist in the delivery of the Family Wellbeing Support Worker role through engagement with supervision, performance appraisals, including training and practice development opportunities.
16. Work flexibly with patience and a persistent approach due to the complex and challenging needs of the families/carers which may include evening and weekend working.
17. Carry out any other reasonable duties as required.

### Person Specification

	Essential	Desirable
<b>Professional Registration</b>	<ul style="list-style-type: none"> <li>• Scottish Social Services Council Registration (SSSC) or equivalent regulatory professional body. This is a legal requirement within the Care sector for individuals to be registered under the relevant category within the six month timescale of the commencement of employment</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>• Family Support Worker Diploma or other relevant training in Family Work including family mediation.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Substantial experience within the family support work field.</li> <li>• Experience of, or the ability to, demonstrate the competence to work directly with individual young people and families who are facing difficulties and to support in identifying and assessing their needs and make appropriate planned responses which seek to improve outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>• Previous experience in a residential childcare or youth work/community work setting.</li> <li>• Previous experience in working with young people with complex needs.</li> <li>• Experience of working with a wide range of other professionals to deliver family support to young people and their families.</li> <li>• Experience in delivering and/or leading family work interventions.</li> </ul>
<b>Professional Qualities</b>	<ul style="list-style-type: none"> <li>• Have a working knowledge and understanding of the work practices, processes and procedures relevant to family support.</li> </ul>	<ul style="list-style-type: none"> <li>• Good working knowledge of trauma informed care.</li> <li>• Knowledge of the SSSC Codes of Practice.</li> </ul>

	<ul style="list-style-type: none"> <li>• Have empathy and sensitivity to the needs arising from a wide range of family dynamics.</li> <li>• Good understanding of young people and the issues that affect family dynamics.</li> <li>• Good written and verbal communication.</li> <li>• Ability to develop, build and maintain effective relationships with young people, families/carers and other networks.</li> <li>• Excellent interpersonal and communication skills.</li> <li>• Ability to work on your own initiative and to work independently to an agreed plan of work.</li> <li>• Ability to work in collaboration and effectively with other team members and colleagues from other agencies.</li> <li>• Competent IT skills in word processing, spreadsheets, use of databases, email and online platforms including Zoom and MS Teams.</li> <li>• To demonstrate a commitment to upholding and promoting the Values of the GSC, namely Kindness, Nurturing, Resilience, Rights Respecting and Hopeful.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the GIRFEC Framework and SHANARRI Indicators.</li> <li>• Previous experience in assessment, care plans, planning, recording and decision making.</li> <li>• Knowledge and understanding of the Health and Social Care Standards requirements and Secure Care Pathway and Standards Scotland.</li> </ul>
<p><b>Personal Qualities</b></p>	<ul style="list-style-type: none"> <li>• The ability to communicate effectively with young people and families/carers in different settings including a residential environment.</li> <li>• Good self-awareness and ability to learn continuously and adapt behaviour effectively in response to working with young people, families/carers.</li> <li>• Commitment to own personal and professional development.</li> <li>• Understanding of the principles of confidentiality.</li> <li>• Calm, patient, and non-judgemental attitude.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>



	<ul style="list-style-type: none"> <li>• Friendly &amp; personable manner, flexible approach to duties.</li> <li>• A willingness to undertake training as required.</li> <li>• Full UK Driving Licence</li> <li>•</li> </ul>	
--	--	--

### Additional information

If you would like to find out more about this opportunity, please contact Robert Clark, Head of Intensive Care & Throughcare or Joan Hodgkiss, Wellbeing Team Manager on 01505 864500.

## 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

Core 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 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

- **Other benefits:**
  - Cycle to Work Scheme
  - Employee Assistance Programme
  - Access to Blue Light Card scheme offering a range of discounts from large national retailers to local businesses in a wide range of categories including holidays, cars, days out, fashion, gifts, insurance phones and much more!
  - Investment in workforce development
  - Complimentary meals for care staff while on duty
  - Staff Service Awards
  - On site car parking and more

## 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 on our website at the link below and submit to [applications@gsc.scot](mailto:applications@gsc.scot) by the closing date.

If you are selected for an interview, we will contact you within fourteen 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*

[www.gsc.scot](http://www.gsc.scot)

**Come and join our amazing team!**



