

Childcare Practitioner

January 2026



Post Childcare Practitioner
Reports to Team Facilitator

General purpose

Enable is a dynamic, forward-looking, and vibrant charity dedicated to ensuring an equal society where everyone has the right to live, work and participate as active and respected citizens in the communities of their choice.

Enable Cares offers self-directed, human rights-driven social care to over 1,000 individuals across 27 local authority areas in Scotland through our pioneering PA model.

The post holder will be responsible for key working with identified children/young people receiving support and devising care/support packages, which are person centred and specific to children/young people's needs and wishes. This includes:

- Delivering high quality care and support to children/young people.
- Ensuring safety of all children/young people requiring support and visitors to the service including staff and volunteers.
- Positively representing enable, its services and values both internally and externally.
- You will work as an integral part of the team, providing excellent standards of support and care with a focus on supporting individuals to meet their outcomes.

Main Duties

- Update care / support plans as required.
- To be responsible for assisting children/young people we support to develop and follow a positive personal plan, with clear and regularly reviewed objectives / outcomes.
- To empower the children/young people we support to make informed decisions and promote independence in all aspects of daily life.
- To promote cultural, emotional, and physical well-being and general health to the children/young people we support.
- To assist children/young people we support to manage their personal care and health needs including bathing, dressing, grooming, eating / drinking, and assisting with continence care where appropriate.

- To assume responsibility for managing, administering, and supporting children/young people to take medication when appropriate.
- To assist and accompany children/young people to access a range of leisure, educational activities e.g., swimming/gym at leisure centres, outings,
- To participate in all general household duties, supporting the maintenance and cleanliness of the project i.e., cleaning of communal areas as well as children/young people' personal living areas, laundry duties, and other areas within the home, after use.
- To work as a member of the staff team, achieving and promoting the aims, objectives and quality of the service and the involvement of children/young people requiring support, families / carers.
- To attend on a regular basis, team meetings and play an active role in the supervision / appraisal process.
- To operate within enable and local Project's Policies and Procedures, the National Care Standards for the service, Scottish Social Services Council's Codes of Practice for Social Service Workers, including health and safety, employment, and equality laws.
- To undertake any other reasonable duties which are compatible with the status of this post.
- To keep up to date with current trends within the social care sector and participate in training, taking responsibility for your own personal development.
- To ensure that you are registered with the Scottish Social Services Council within time frames identified. To ensure that you keep your registration live and up to date with re-registration and keeping accurate records of your training / continual professional development.

Behaviours and Competencies

- You will support individuals to achieve their defined outcomes, as detailed in the individual Outcome Based Support Plans.
- You will support individuals you are working with to maintain or enhance their personal safety, health and wellbeing. You will follow agreed support plans to achieve this.
- You will assist the individuals we support to participate in social, recreational and leisure activities that have been defined and chosen by them and you will work to the support plan agreed to achieve this.
- You will work in a key worker role to identified individuals, taking the lead in ensuring their support is delivered in line with their Outcome Based Support Plans. You will be responsible for ensuring that these plans and any required risk

assessments are reviewed and updated as required and in line with statutory and organisational expectations.

- You will contribute to the formation of Outcome Based Support Plans for all individuals that we support.
- You will evidence in various formats that individuals' outcomes have been achieved

Person Specification

Experience and qualifications required:

- Experience working with children/young people and knowledge of relevant child legislation.
- Experience of working in a social care environment, preferably within a learning disability service.
- To be an enthusiastic self-motivator with the ability to work in a pressurized environment as part of a team.
- To have excellent communication skills both oral and written.
- To show sensitivity to the needs of the service user group and staff team.
- To have achieved or be willing to obtain SVQ III, HNC / other relevant qualifications.

Job Deliverables & Requirements

- You will encourage positive attitudes toward the individuals that we support.
- You will ensure that no action or omission on your part is detrimental to the interests, condition or safety of the individuals we support.
- You will work in a flexible way recognising the needs of the individuals we support.
- You will represent the organisation in a positive manner at all times