

Senior Practitioner in Health and Social Care

Job Level	2b	Role Review	February 2026
Directorate	UK Operations	Function/Service	Regulated Health and Social Care
Direct Reports	tbc	Indirect Reports	tbc
Line Manager Title	Senior Practitioner	Budgetary Responsibility	None

Context

We help anyone, anywhere in the UK and around the world, get the support they need if crisis strikes: connecting human kindness with human crisis. We enable vulnerable people in the UK and abroad to prepare for and withstand emergencies in their own communities. And when the crisis is over, we help them to recover and move on with their lives. We are part of the global Red Cross and Red Crescent humanitarian network.

Our values and principles Our values (compassionate, courageous, inclusive and dynamic) underpin everything we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its fundamental principles: humanity, impartiality, neutrality, independence, voluntary service, unity and universality.

Purpose of the role

To work in partnership with service users and under the supervision of senior staff to fulfil the Service Users' agreed personal plans, thereby enabling service users to maintain or develop independence skills and maintain appropriate housing or prepare for appropriate housing in the community. Whilst fulfilling this function, the worker must at all times give consideration to the health, safety and security of individuals and their environment.

Role description:	
Purpose	<p>The Senior Practitioner plays a key role in delivering high-quality care and support in people's own homes, ensuring practice fully aligns with:</p> <ul style="list-style-type: none"> • SSSC Codes of Practice, which define the standards of practice and behaviour expected of all social service workers in Scotland, including protecting rights, maintaining trust, promoting wellbeing, and being accountable for skills and knowledge. • Health and Social Care Standards, which emphasise dignity, respect, compassion, and human rights in all care delivery, including home-based support services. • Care Inspectorate expectations, which regulate care at home and housing support services, focusing on safety, continuous improvement, and high-quality person-centred care.
Key Responsibilities	<p>Providing High-Quality Support in Individuals' Homes</p> <ul style="list-style-type: none"> • Deliver person-centred care that upholds dignity, choice, rights and respect in accordance with the SSSC Code's emphasis on kindness, compassion and treating each individual as unique. • Support individuals to make informed choices, retain independence, and have control over their care, reflecting SSSC principles around rights, autonomy and safe risk-taking. • Communicate using each person's preferred methods and language, as required by the revised SSSC standards for inclusive and respectful communication.
	Leadership & Team Support

	<ul style="list-style-type: none"> • Lead, mentor, and support a team of Social Care Support Workers, ensuring they consistently meet the SSSC Codes of Practice for Workers. • Provide regular supervision and practice observations to ensure staff maintain skills, knowledge, and professional behaviour as required by the SSSC Codes' learning and accountability duties. • Promote a culture of dignity, fairness, equality and respect, in line with the Health and Social Care Standards and SSSC expectations.
	<p>Quality Assurance & Regulatory Compliance</p> <ul style="list-style-type: none"> • Ensure the team delivers care that meets the Care Inspectorate's regulatory requirements, including safe working practices, quality outcomes, and continuous improvement. • Complete audits, spot checks, care plan reviews, and incident reviews to improve service quality and maintain regulatory compliance. • Prepare for and contribute to Care Inspectorate inspections by ensuring documentation, staff practice, and service delivery reflect required standards.
	<p>Care Planning & Risk Management</p> <ul style="list-style-type: none"> • Contribute to and review personal plans that reflect the individual's choices, goals, assessed needs, and preferred outcomes—core expectations of the Health and Social Care Standards. • Recognise and support individuals' rights to take positive risks while working collaboratively to manage these safely, consistent with the SSSC's risk, safety and rights-based obligations. • Ensure accurate, confidential record-keeping except where sharing is required to protect an individual, aligning with SSSC standards around trust, confidentiality, and safeguarding.
	<p>Safeguarding & Protection</p> <ul style="list-style-type: none"> • Act as a safeguarding lead for the team, identifying concerns, escalating appropriately, and ensuring staff understand and follow protection procedures. • Promote best practice in harm prevention and uphold SSSC Code requirements to protect and promote the rights and interests of individuals and carers.
<p>Additional Requirements</p>	<p>Desirable</p> <ul style="list-style-type: none"> • SVQ Level 3 in Health & Social Care (or willingness to work towards it as required by SSSC within timescales). • Experience in care, volunteering, or supporting vulnerable people.
	<p>Skills & Competencies</p> <ul style="list-style-type: none"> • Strong understanding of the SSSC Codes, including rights, dignity, accountability, trust and continuous improvement. • Knowledge of the Health & Social Care Standards and Care Inspectorate expectations for Care at Home and Housing Support services. • Ability to lead, coach and develop staff. • Skilled in risk assessment, person-centred planning, and delivering high-quality home-based support. • Excellent communication, organisational and decision-making skills. <p>Expected Behaviours</p> <ul style="list-style-type: none"> • Treat every individual with dignity, respect, kindness and compassion. • Build and maintain trust with individuals, families and colleagues through honesty, transparency, and confidentiality. • Act professionally and be accountable for practice, conduct and professional learning.

	Promote diversity and respect for all identities, cultures, values and personal choices.
	<p>Additional Information</p> <ul style="list-style-type: none"> • This role requires PVG Membership through Disclosure Scotland. • You will work a rota that may include mornings, evenings, weekends, and public holidays.

Pre Engagement Checks Highlight bold as required	
DBS- England & Wales	Adult workforce with barring list
PVG- Scotland	Adult workforce
Access NI- Northern Ireland	Adult workforce with barring list
Driver Check	Yes/ No
<u>International Roles Only</u>	
International Police Check	Yes/ No
International Driving Licence for manual cars	Yes/ No

Role Reference		Review Date	February 2027
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We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.