

Social care careers

Could you work in social care?

Qualifications, skills and criminal records:



You don't need qualifications to start. Once you're settled, you'll need to register and get your SVQ within 5 years, but you can do it on the job.



Jobs in care homes, supported living & day centres **don't involve travel.** You might need to drive if you work in care at home or housing support, especially if it's rural.



These are jobs about people. Do you have warmth, respect and patience? Do you believe that everyone should be able to make their own choices? Then social care could be for you. Every supported person has their own background and interests, so **social care needs a diverse workforce to match.**



A previous criminal conviction doesn't necessarily stop you working in social care. When you apply, the employer runs a background check with Disclosure Scotland. You can't pass or fail; they just share information. The employer assesses any risk and decides whether to offer you a job. If you have a previous conviction, **talk about it at interview – it's best that they hear it from you.**

What kinds of jobs are there?

Social care is a diverse sector with many different roles.



Social care workers support lots of different people:

- people with learning disabilities
- autistic people
- people experiencing mental health difficulties
- people in the criminal justice system
- people who are homeless or at risk of becoming homeless
- disabled people
- older people
- people accessing support for substance use or addiction



Social care includes support for vulnerable children and their families, including children's residential and respite care.



There are **supported living and housing support services,** as well as **care homes and care at home,** and other services that work out of community hubs.

Social care work can be active and involve supporting people to get outside and into the community. It's a good option for **people who don't want to sit at a desk from 9-5.**

How does personal care fit in?

Personal care includes **anything of a personal nature** - bathing, dressing & toileting, but also trimming beards, doing hair or make-up & cutting nails.

Providing personal care is a skill.

Everyone should have choice, independence, and dignity. You'll be trained to provide personal care well.

People often worry before they start, **but it quickly becomes normal. If you're nervous – ask.** Employers will explain what each role involves.



It's part of a bigger role. You might support someone to get up and dressed and then go with them to carry on with the rest of their day.

Not everyone needs personal care. Some people just need reminding.

There are social care jobs that don't involve personal care at all.

What could work in social care mean for you?

Pay, hours, terms & conditions.



If you work in adult social care, **you'll be paid at least £10.50 an hour.** Children's services may be different, but you'll always be paid at least the Scottish Living Wage. **This is just as true if you work for a charity.** Working in the 'voluntary sector' means the organisation isn't run for private profit; it doesn't mean you're expected to volunteer.

Social care offers secure, permanent jobs. You'll get paid holiday, support, and training. Most staff are on permanent or fixed term contracts, although there are casual / relief jobs if that's what you're looking for.



Social care hours vary. In the charity sector, about 40% of staff do daytime work only. Night shifts are mostly sleepovers, which means sleeping onsite to be there if someone needs you. Different services have different patterns – look at a few job descriptions to find one that works for you.

Careers

- ☆ Social care makes a great entry-level career because you can join without qualifications, get registered and progress through your SVQ.
- ☆ We need supervisors, managers & leaders, plus specialist practitioners with expertise. That means plenty of opportunity for training & promotion.
- ☆ Lots of senior leaders in social care started as support workers.

People enjoy working in social care for the relationships & job satisfaction. You get to know your team & the people you support. You can see the impact of your work each day.