

JOB DESCRIPTION

Job Title:	Residential Support Worker
Grade:	6
Salary:	SCP 20 – SCP 24
Conditions of Service:	Support Staff Contract of Employment

Responsible to: **Principal**
Statement of Purpose

To be an active participant in delivering high standards of emotional and physical care to pupils.

Support to Pupils

- Through effective teamwork, provide the support necessary to the children's wellbeing and effective functioning.
- Promote a supportive environment for nurturing pupils.
- Communicate effectively with the children using appropriate forms of communication.
- Provide support in all aspects of daily living to children.
- Engage children in a range of activities which meet their social emotional and physical needs with specific emphasis on the need of each child.
- Participate in the implementation and delivery of 24-hour curriculum.
- Contribute to care planning, participating in review meetings and assist in the implementation of Care Plans.
- Maintain effective and supportive contact with parents or guardians of children, ensuring that appropriate staff are kept informed of any contact.
- Provide pupils with an excellent role model. • To maintain high standards of display and presentation in children's living area/bedrooms and general school facilities.
- Maintain records as requested and prepare such reports as may be necessary.
- To undertake sleeping-in duties as required.
- To plan professional development in conjunction with line management to help achieve the school development plan.
- To contribute to the life of the school and the local community.

Support to School (this list is not exhaustive and should reflect the ethos of the school)

- Promote and safeguard the welfare of children and young persons you are responsible for or come into contact with.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of, support and ensure equal opportunities for all.

- Contribute to the overall ethos/work/aims of the school.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Participate in training and other learning activities and performance development as required.
- Assist with pupil needs as appropriate during the working hours.

Note

The job holder will be expected to undertake any other duties which are not specifically listed but are within the remit, responsibility and accountability of the job.

Person Specification

Minimum Criteria for Two Ticks *	Criteria	Measured by APP/I/ASS
	Experience <ul style="list-style-type: none"> • Experience of working with children with specific needs. 	APP/I
	Qualifications/Training <ul style="list-style-type: none"> • NVQ 3 in appropriate discipline (or recognised equivalent experience). Must be willing to undertake appropriate formal training. • Participation in development and training opportunities. 	APP/I
	Knowledge/Skills <ul style="list-style-type: none"> • Good communication skills. • Ability to work constructively as part of a team and on own initiative. • Ability to relate well to children and to adults. • Have flexible approach to work. • Methodical and organised. • Ability to cope with lifting. • Willingness to work evenings and early mornings on a shift basis. • The lifting of children is an essential aspect of the work and the wrist and back must be strong enough to be able to handle children (in accordance with the Manual Handling Regulations), who are likely to go into spasm. 	APP/I

	<p>Behavioural Attributes •</p> <p>Customer focused.</p> <ul style="list-style-type: none"> • Has a professional and respectful approach, which demonstrates support and shows mutual respect. • Can demonstrate active listening skills. • Takes responsibility and accountability. • Committed to the needs of the pupils, parents and other stakeholders. • Demonstrates a positive attitude including suggesting solutions, participating, trusting and encouraging others and achieving expectations. • Is committed to the provision and improvement of quality service provision. • Is adaptable to change/embraces and welcomes change. • Is enthusiastic and decisive. • Communicates effectively. • Has the ability to learn from experiences and challenges. • Is committed to the continuous development of self and 	APP / I
	<p>others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills.</p>	

MEASURED BY KEY:

APP = Application form ASS = Assessment activities I = Formal interview In addition to candidates' ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Attitudes to the use of authority and maintaining discipline
- The post holder will be required to have an enhanced DBS check



If a disabled person meets the criteria indicated by the 'Two Ticks' symbol and provides evidence of this on their application form they will be guaranteed an interview.

HH 10/02/2021

Note This job description and person specification conforms to the Shaw Education Trust job evaluation standards and cannot be amended/updated without SET HR approval.