



Job Description Residential Support Worker (RSW) – Edgewood School

Responsible to: Team Leader & Care Manager

Our Aims are to enable children to:

- Find a way of life which suits them.
- Achieve the maximum possible sense of physical & emotional well-being.
- Behave less often in ways that are generally regarded as socially unacceptable and have maximum opportunities for inclusion.
- Achieve their maximum potential level of independence.

Functions of the Post:

- To provide support for children in all aspects of care, education and health. To safeguard and promote the welfare of children at all times.

Your Duties and Responsibilities will be to work at a professional level with;

- The Care Management Team for all working arrangements in the residential setting
- The Class Teacher and Teaching Assistants during education time
- The inter-disciplinary team working with and around individual children
- All aspects of safeguarding which may impact directly or indirectly on the children.

Particular Responsibilities

- To ensure that a child's entitlement to a high standard of welfare and safety is met by meeting the requirements of the Children Act (1989), Children Homes Regulations (2015), the Quality Standards and any further/ up-dated legislation deemed appropriate by SENAD.
- To ensure that a child's entitlement to a high standard of teaching and learning and communication is achieved in association with teachers and therapists.
- To ensure a child's entitlement to a high standard of care and that learning independence and communication is achieved, working in association with the individual's interdisciplinary team.
- To ensure that children's entitlement to self-advocacy and safety are met through adopting their preferred communication styles and using proactive approaches to their communication needs e.g., Augmentative and Alternative Communication (AAC).
- Working within the values and spirit of supporting children who challenge with behaviour through a Non-Abusive Psychological and Physical Intervention model (NAPPI) and through our child protection policy and associated national guidance.

Key Tasks

- To support and engage children in all areas of their home and school environment.
- To contribute towards 1:1 Supervision and Performance Management Meetings in order to promote good practice with personal and professional development.
- To play an active part of the key worker team in line with the Edgewood School key working policy.
- To support the children in areas of personal hygiene and intimate care procedures under SENAD's intimate care policy.

- To be aware of Edgewood School's NAPPI policies in dealing with all areas of a child's welfare e.g., putting appropriate Augmentative and Alternative Communication systems in place; making judgements about what kind of interventions are appropriate; following approaches by NAPPI trainers and the Team around the Child (TAC) guidance.
- To implement care procedures as presented in the school handbook and accordance with Quality Standards.
- To promote independence and choice to individuals and advocate on behalf of the children.
- Ensuring all aspects of the children's life is planned, assessed and reviewed holistically and individual needs are met.
- To ensure that the children's care plan and placement plan is up to date and the children are supported to contribute to this process, follow such plans at all times.
- To balance at all times the children's actual age with their ability age.
- To ensure that the children's environment is clean, personalised and regularly reviewed for decoration. To complete any domestic duties as required including preparing and cooking meals and cleaning.
- To meet leisure and social needs by providing purposeful activities and organised time for play; community access and independent time. These may require a basic level of fitness e.g., swimming/bike riding etc
- To participate in working rotas as required
- To complete sleep ins if required.
- To work flexibly and cooperatively as part of the student support system.
- To follow teacher and therapy guidance in school time.
- 1:1 support in the education setting.
- To follow child protection procedures as required and at all times.
- Be aware of and work in accordance with Health and Safety guidelines.
- To observe and maintain confidentiality at all times.
- To drive company vehicles if you meet the criteria
- To administer medication if and when trained and when guidance has been given.
- To take responsibility for self development through the performance review process and undertake any relevant training as offered by the Head Teacher and Head of Care, in conjunction with the training and development plans.
- To work within the spirit and intentions of the Equal Opportunities and Equality & Diversity policies and procedures and report any concerns to your line manager immediately.
- To undertake any other duties within the competency of the post as determined by the Headteacher/Head of Care/Care Manager.
- To undertake other duties as reasonably expected of an RSW.

You as an employee are required by The Health & Safety at Work Act 1974 to;

- Take reasonable care for the health and safety of yourself and others who may be affected by what you do or don't do
- Cooperate with the company to ensure compliance with the law.

And under the Management of Health and Safety at Work Act 1999 you as employee are required to:

- Inform your employer of any work situation which you consider represents a serious and imminent danger and any shortcoming in the employer's protection arrangements for health and safety.
- Ensure you do not misuse or interfere with equipment provided for your safety or the safety of others.