The SENAD Group
ROWDEN HOUSE SCHOOL
Job Description

JOB TITLE: Night Residential Support Worker
MAIN LOCATION: Rowden House School
RESPONSIBLE TO: Senior/Shift Leader on duty, Home Manager, Residential Manager, Registered Manager
SUBORDINATES: None

MAIN RESPONSIBILITIES:

- To enable the residents to lead a valued fulfilling life and to maximise the potential capacity of all residents; physically, intellectually, emotionally and socially.
- To work in accordance with the general philosophy of care at Rowden House School.

KEY TASKS:

- Undertake checks of residents on a regular basis throughout the night (as a minimum in an hourly basis and in line with their individual agreed placement plans), completing the written records of checks.
- To support the personalised development of each resident, recognising talent, sensitivities and beliefs.
- To respect the dignity and individuality of each resident and provide the resident with choices where appropriate.
- Assist residents in getting ready for bed and up in the morning where necessary.
- To ensure a high standard of personal care for each resident, including matters of physical well being and personal hygiene.
- Staff must undertake to change and soiled bedding or clothing; sterilise mattresses and support residents who have soiled or urinated, following Health and Safety procedures.
- Undertake duties detailed in Night Staff file or those specified by the Home Manager or Shift Leader.
- To be aware of the emotional needs and aspirations of each resident and provide opportunities for appropriate emotional expression in line with their individual communication profile.
- To work on a rostered shift system, 35 hours average weekly hours. To have a flexible approach to hours worked in line with the needs of the home.
- To provide waking night support for young people's holidays and short breaks
- To attend staff meetings and seminars and individual support and supervision meetings with the Home Manager.
- To attend and fully participate in any learning and development opportunities provided by the company. This includes training and completion of qualifications.
- To be responsible for ensuring radio checks are carried out, use this equipment provided to maintain communication with homes around the campus.

- Be prepared to provide support and personal care to someone who has contracted an infection or virus such as Norovirus or Covid.
- To ensure the safety of the residents at all times and report any concerns you have.
- To complete residents' files and a detailed night report for each night of duty.
- 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.
- You will be jointly responsible for the safeguarding of children and vulnerable adults in our care; it is a requirement of this role that you adhere to all relevant safeguarding policies and procedures.
- It is your professional responsibility to help protect those in our care and keep yourself and colleagues safe. Where you are required to provide close contact care, support or any level of physical intervention you will be required to wear PPE and take part in regular Coronavirus testing, this is mandatory across our services. In addition, you may be required to care for or support those who may have an illness, infection or virus such as Coronavirus (including asymptomatic cases), it is therefore strongly recommended that you have the Covid-19 vaccine and any required booster jabs where there is no medical or religious reason not to do so.
- To undertake any other tasks reasonably expected of the residential support worker – nights.

Night staff will be made aware of any care problems that need extra attention during the night by the Shift Leader on duty.

Progression from Grade 1 RSW nights salary scale attaches extra responsibility for the in-post operational training of new night staff. Making sure new staff are aware of their general responsibilities during the night and ensuring they are aware of health and safety and reporting procedures.

These responsibilities will include:

- The induction and basic in-post training of new staff. Making sure new staff are aware of their general responsibilities during the night.
- Making sure all night staff are aware of the procedures and responsibilities in regard to Health and Safety and Fire Drills.
- Ensuring that all night care staff are fully conversant with the reporting procedure and accurate records are maintained.

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 an 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.

The content and reporting lines will be reviewed regularly and will change over time.