Job Description
Residential Support Worker

Responsible to: Team Leader/House Manager

Our Aims are to enable children & young people 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 and young adults in all aspects of care, education and Health. To safeguard and promote the welfare of children and young adults 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 during education time
- The inter-disciplinary team working with and around individual children and young people
- All aspects of safeguarding which may impact directly or indirectly on the children and young people

Particular Responsibilities

- To ensure that a young person's entitlement to a high standard of welfare and safety is met by meeting the requirements of the Children Act 1989, Regulations 2015, Quality Standards and any further/ up-dated legislation deemed appropriate by SENAD.
- To ensure that a young person's entitlement to a high standard of teaching and learning and communication is achieved in association with teachers and therapists.
- To ensure that a young person's entitlement to a high standard of care
- Learning independence and communication is achieved in association with the individual's Interdisciplinary team.
- To ensure that young people'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. NAPPI and Child protection policy.

Key Tasks

- To contribute towards 1:1 Supervision and Performance Management Meetings in order to promote good practice and personal and professional development.
- To play an active part of the key worker team inline with the Bladon House School key working policy.
- To support the young person in areas of personal hygiene and intimate care procedures .
  To be aware of Bladon House School's NAPPI policies in dealing with all areas of a young person's welfare eg putting appropriate augmentative 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).
- 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 young people.

- Ensuring all aspects of the young people's life is planned assessed and reviewed holistically and individual needs are met.
- To ensure that the young person's care plan and placement plan is up to date and the children/ young adults are supported to contribute to this process.
- To balance at all times the young person's actual age with their ability age.
- To ensure that the young person's environment is clean, personalized and regularly reviewed for decoration. To complete any domestic duties as required.
- To meet leisure and social needs by providing purposeful activities and organized time for play; community access and independent time. These may require a basic level of fitness e.g swimming/bike riding ect)
- To participate in working rotas as required and to undertake sleeping duties. Ensuring you make all the necessary arrangements to complete reserve sleep in requirements
- 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 and the Equal Opportunities policy.
- To observe and maintain confidentiality at all times.
- To drive Company vehicles if you meet the criteria
- To undertake other duties as reasonably expected of an RSW.
- To take responsibility for self development through the performance review process and undertake any relevant training as offered by the Head Teacher, 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/Residential Manager

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.

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.