**Draft Residential Support Worker**

**Job Description**

Band 3 points 12-17 (scale 6)

Purpose

* To work as a member of the residential team with a shared responsibility to shape and deliver high quality provision that meets the needs of the young people, to be an advocate for their wellbeing and learning.

Duties and responsibilities

* Participate in the smooth operation of the service in accordance with all relevant legislation and in support of the principles, procedures, policies and ethos of the school.
* Assist in the continual assessment, planning and evaluation of the needs of the young people to ensure that they are developing and learning because the provision is highly effective.
* Provide planned programmes of social, emotional and behavioural development for the young people understanding their specific learning needs and styles to provide differentiated individualised support.
* Provide skilled support to young people with severe learning, behavioural, communication, social, sensory or physical difficulties using appropriate individualised equipment/methods.
* Support young people with all aspects of their individualised personal development needs including intimate personal care, dressing, feeding, mobility etc. and carrying out specific additional care tasks e.g. rescue medication, enteral feeding at the direction of a suitably qualified member of staff and once full training has been given.
* Implement an agreed pattern of sensitive, effective care to provide the young people with a secure, safe and stimulating environment conducive to physical, emotional, educational and social development, so that they enjoy a calm and relaxed group living experience.
* Participate in planning and evaluation of learning activities with the residential team, writing reports and records as required
* Comply with individual responsibilities, in accordance with the role, for health & safety in the workplace
* Be accountable and report incidents in line with policies and procedures.
* Take responsibility for safeguarding and protecting the rights of the young people, providing good quality care which is free from oppression and where differences are respected and valued.
* Active participation and positive role modelling within staff meetings across residential and learning teams always working collaboratively and demonstrating the ethos of ‘one Glenwood community’.

* Develop and maintain positive relationships with school staff and parents to provide a triangle of support to young people ensuring that there is a consistent approach and that learning is shared with the people that are significant in their lives.
* Participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager.
* Undertake a variety of housekeeping duties to maintain a clean and safe environment, promptly reporting any repair and maintenance issues.
* Work flexibly across a 24/7 rota pattern including awake nights.
* This job description may be amended from time to time to take account of changing trends in social care relevant legislation, together with employment law.