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| **Job Title:** | **Residential Child Care: Nights. (RCCN)** |
| **Responsible to:** | **Assistant Team Leader: Nights.** |
| **Salary scale:** | **KR 3** |

# School Mission Statement.

We accept all students **as they are** and believe that every one of them is **entitled** to the very **best education**, delivered in an **environment** that is **supportive**, **caring** and **safe**.

Our goal is to develop our students to become:

* **Successful** Learners.
* As **independent** as possible.
* **Confident** individuals and self-advocates.
* **Effective** communicators and **contributors**.
* **Responsible** citizens.

We will do this by working to **ensure we get every aspect of their provision just right**, helping them to achieve academically, personally, socially and morally.

# Main Purpose of Job

To actively promote the School mission statement, the rights of young people as individuals and provide them with the highest quality care during the night in accordance with the policies and procedures of the School. To assist in the provision of a safe and homely environment both individually and as part of a team to help young people achieve their potential by strengthening areas of weakness and developing areas of strength. This will entail the ability to work within Equal Opportunities and Quality Assurance framework and will include undertaking delegated responsibilities for designated tasks.

# Key responsibilities

## Administration

* To assist students in their flat and to assess their skills and needs.
* Be involved in all transition procedures for students, providing support as transition takes place.
* To assist in ensuring that the environment is safe and responsive to individual needs of all students.
* To support the students, enabling them to integrate within the local community.
* To monitor the health and well-being of the students in liaison with other relevant professionals.
* To keep appropriate records on all matters relating to individual students.
* To protect confidentiality of personal information and ensure that the information is only disclosed to those who have a right and need to know.
* To promote non-discriminatory practices.
* To provide verbal and written reports as and when required.

## Flat.

* Undertake duties such as laundry, cleaning, H&S reporting as required.
* To ensure that the fabric of the flat is maintained to a high standard. To ensure that necessary repairs are reported promptly.
* To ensure that student’s needs are assessed appropriately and plans in place to meet these needs.
* Promote non-discriminatory practices.
* To ensure that the highest levels of performance and standards of work are achieved, in line with all School policies and procedures.
* Ensure the highest possible standards of personal care are maintained.
* Ensure that students receive the necessary care and support to enable them to have as much control over their own lives as possible and to become involved in valued activities across the School and within the wider community.
* Ensure that appropriate procedures and practices are implemented and maintained so that the individual student and group needs are effectively assessed and identified and that individual care/ support plans are developed and implemented to meet these.
* Safeguarding knowledge awareness and understanding of the School Safeguarding policies and procedures.
* Ensure that adequate records are kept for each student in line with School policies and procedures. Protect the confidentiality of personal information and ensure that the information is only disclosed to those who have a right and need to know.
* To act in students best interests at all times.
* Learn and use appropriate methods of communication e.g. Makaton, PECS, OoR in line with the preferred communication methods of the individual students, and specific communication targets highlighted in the Individual Learning Plan.
* Ensure that the personal belongings of students are treated with respect.
* Ensure the needs of the students are considered at all times, taking into consideration their autism and any other sensory, physical or learning additional needs.
* As far as possible, ensure that students are involved and informed about aspects of their life within the flat.
* Develop constructive relationships with students to enhance their confidence, personal development and general sense of wellbeing.
* Ensure that students are safe, healthy, well-nourished and dressed appropriately.
* Together with students and members of the staff team, assess, plan, implement and evaluate individual support/care plans in order to enhance and maximise the capabilities and independence of the students in line with the School mission.
* In line with statutory requirements and following good practice, write student and associated reports.
* Directly participate in meeting the personal and physical needs of the students.
* Assist in planning and pursuing agreed strategies to support and alleviate behaviour that presents challenge.
* Maintain all records eg. body maps, sensitive incidents, physical interventions, accidents etc.
* Enable students to maintain contact with their family and friends as appropriate and encourage new relationships to develop.

## Teamwork

* Participate in promoting a team approach at all times.
* Be polite, courteous and supportive to all team members following School Professional Behaviours policy.
* Be flexible in accordance with the needs of the weekly rota.
* Be available to cover leave (sickness, annual, etc.).
* Assist in the induction of new staff.
* Work in accordance with training and agreed policies, practices and procedures.
* Participate in and contribute to staff meetings.
* Support colleagues in difficult or potentially difficult situations within the School.
* Ensure issues of concern are elevated to a more knowledgeable member of staff if the situation requires specific expertise.

## Personal Development

* Attend supervision and appraisal meetings and have a willingness to be accountable and develop as a valued team member.
* To undertake training as required, all mandatory training is complete, current and you remain compliant with all national and local requirements. This will include attending staff development week and relevant training courses outside your place of work.

## General

* Work to agreed standards in line with School policies and procedures.
* Have a flexible attitude to working arrangements.
* Any other duties as reasonably requested, relative to the objectives of the post.
* This is an outline of the post-holder’s duties and responsibilities but it is not an exhaustive list and may change from time to time to meet the changing needs of the School.
* Have a flexible attitude to working arrangements.
* Any other duties as reasonably requested, relative to the objectives of the post.
* This is an outline of the Team Leaders duties and responsibilities but it is not an exhaustive list and may change from time to time to meet the changing needs of the School.

## Staff Development Days: Attendance Requirements

The School allocates 5 days per year as for the purpose of School improvement through School/staff development. The requirement to attend Staff Development Days is incorporated into the contracts of all directly employed staff. This includes mandatory training, as detailed below, and core training.

Core training includes such courses as Autism Awareness, Behaviour Management, Makaton, First Aid etc.

## Mandatory training.

Proact-SCIPr-UK® training and Child Protection training are included as an integral part of Staff Development Days throughout the year. The requirements for this mandatory training are:

* Proact-SCIPr-UK®: All staff to attend a course every year linked to their role.
* Child Protection: All staff to attend a refresher course every year.
* Additional mandatory and core training events will be arranged for new staff as required.

# PERSON SPECIFICATION

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| **Qualifications.** | Essential. | Desirable. |
| Level 3 Diploma in Residential Child Care or equivalent.(Or commitment to start this qualification within 6 months). | **√** |  |
| **Experience.** | Essential. | Desirable. |
| Previous experience of working with children or young people. |  | **√** |
| Previous experience of monitoring, recording and reporting in a Residential Special School. |  | **√** |
| Organising a range of enrichment and Leisure activities for children. |  | **√** |
| Working with Autistic Children with additional communication needs. |  | **√** |
| **Skills**. | Essential. | Desirable. |
| To work as part of a team and use own initiative when required. | **√** |  |
| Effective communication skills with colleagues, outside agencies, children and families.  |  | **√** |
| Good interpersonal skills.  | **√** |  |
| To work as part of a team and use own initiative when required.  | **√** |  |
| Functional ICT Skills. (Use of Microsoft Office, email, internet etc.). | **√** |  |
| To Report and record to a high standard.  | **√** |  |
| **Knowledge.**  | Essential. | Desirable. |
| Autism and related additional needs. |  | **√** |
| Alternative and Augmentative Communication used at School. |  | **√** |
| National Minimum Standards for Residential Special School.  |  | **√** |
| Ofsted Inspection framework for Residential Special Schools. |  | **√** |
| Some Knowledge of the Children Act 1989, 2004. |  | **√** |
| Some knowledge of the Protection of Children Act 1999.  |  | **√** |
| An understanding of the needs of young people with Autism in Residential Special Schools.  |  | **√** |
| Knowledge of the work of other agencies involved with children in public care.  |  | **√** |
| Understanding the basic principles of safeguarding and child protection and all School policies and procedures linked to Safeguarding and Child Protection. |  | **√** |
| Understanding and Knowledge of “Keeping Children safe in Education” 2016. |  | **√** |
| **Ability.** | Essential. | Desirable. |
| Work in partnership with families and a range of external agencies.  |  | **√** |
| To participate and function professionally in a range of internal and external meetings.  |  | **√** |
| Effectively communicate with children, young people, staff and other professionals.  |  | **√** |
| To form professional positive, and functional relationships with students.  |  | **√** |
| To deal with difficult situations and make appropriate decisions in line with the policies and procedures of the School.  |  | **√** |
| To learn quickly and absorb information in relation to working with students with Autism and related additional needs. |  | **√** |
| To ask for guidance and support when needed and to admit mistakes with a view to continual professional development.  |  | **√** |
| Remain calm in potentially stressful situations. |  | **√** |
| **Other Requirements.** | Essential. | Desirable. |
| Ability to work on a rota system including all open nights: Monday, Tuesday, Wednesday and Thursday. | **√** |  |
| Demonstrable commitment to valuing diversity.  | **√** |  |
| Flexibility in all working practices including cover in residential areas. | **√** |  |

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