



Role Profile					
<b>Job Title</b>	Residential Care Officer	<b>Job No. (Office Use)</b>	S21	<b>Band/Band Range- (for career grades)</b>	Grade E
<b>Directorate</b>	Services for Children and Young People		<b>Department</b>	Schools	
<b>Division</b>	Special Schools		<b>Section</b>		
<b>Reports to (Job Title)</b>		<b>Competency Job Type (Corporate Posts only)</b>		Customer Facing Worker	
<b>Suitable for Job Share (Y/N)</b>	Yes		<b>If No – reason</b>		
<b>Location</b>	Various		<b>Shift Pattern</b>	Ability and willingness to operate within flexible working patterns	
<b>CRB check required</b>	Enhanced				
<b>Job Purpose</b>	<p>To provide an enriching, enabling and fun experience for children and young people with disabilities.</p> <p>To work in a team with other Residential Care Officers, nursing staff, teachers and Teaching Assistants to create an environment in which the needs of children with disabilities can be met.</p> <p>To provide a high standard of care and quality of service consistent with individual need and in accordance with policies and procedures.</p>				

<b>Decision Making</b>	<p>The job involves working from instructions, but making minor, routine decisions involving the use of initiative. Problems are referred to a supervisor or manager. Little close supervision is necessary beyond that provided by working arrangements and methods.</p> <p>The post holder works within agreed policies and procedures and ensures compliance with the relevant legislation, e.g. Children's Act, Health and Safety Regulations.</p>
<b>Accountabilities</b>	<ul style="list-style-type: none"> <li>• Work with staff in assessing developing, implementing and monitoring childcare programmes</li> <li>• Responsible for promoting and safeguarding the welfare of children with special needs, including the provision of personal care. This includes facilitating the social skills and independence of children</li> <li>• Issue prescribed and non-prescribed medication and provide routine treatments</li> <li>• No responsibility for supervision of staff, but may occasionally assist with work familiarisation for new members of staff</li> <li>• Attend to the day-to-day care of the pupils and their belongings, including looking after pocket money in accordance with school procedure</li> <li>• Responsible for performing cleaning and other household duties as part of the role</li> <li>• Maintain accurate records and other paperwork for correct monitoring of pupils</li> <li>• Organise and promote recreational activities that encourage pupils to develop their own interests and skills</li> <li>• Undertake other duties appropriate to the grade of the post</li> </ul>
<b>Demands</b>	<p>This post may involve periods of considerable physical effort to include lifting, carrying, bending, pushing and pulling, for example when providing personal care for children. Will also be required to change children's soiled clothing as necessary to ensure their comfort.</p> <p>The duties of the post require lengthy periods of alertness when supporting service users. Alertness is also essential when administering prescribed and non-prescribed emergency medication.</p> <p>The post holder is regularly subject to emotional demands due to their contact with children and young people who have disabilities.</p>
<b>Working Conditions</b>	<p>The post holder faces considerable exposure to pupils exhibiting challenging behaviours and can be at risk from verbal and physical abuse. They attend to minor ailments and incidents, including clearing up after beds are soiled and after sickness occurs. This may required the changing and cleaning of bed linen etc. Protective clothing (gloves, overalls etc) is worn regularly.</p>

<b>Experience, Knowledge and Qualifications</b>	<ul style="list-style-type: none"> <li>• NVQ Level 3 in Child Care and Young People <b>or</b> BTEC National Diploma in Social Care <b>or</b> other similar qualification from a social care, education or health background</li> <li>• Willingness to participate in in-service training, in particular training that requires a NHS practitioner to delegate a particular task and determine that support staff are competent</li> <li>• Training in a range of relevant areas including Safeguarding, Manual Handling, Person-Centred Approaches</li> <li>• Literacy and numeracy commensurate with the grade of the post</li> <li>• Experience of working with children with disabilities and / or special educational needs</li> <li>• Experience of working in an environment where person-centred approaches are implemented</li> <li>• Experience of using alternative communication systems e.g. BSL, Makaton, Symbols</li> <li>• Basic knowledge of relevant legislation, policy and practice in relation to children and young people with disabilities</li> <li>• Knowledge and / or experience of working with children and young people with disabilities who have complex health care needs</li> </ul>
<b>Skills and Technical Competencies</b>	<ul style="list-style-type: none"> <li>• Judgemental and problem solving skills to assess the needs of children with special needs, making routine decisions based on established procedures and dealing with straightforward problems or issues e.g. minor ailments of children as these occur</li> <li>• Developed caring skills are required to provide personal care to children who are not in their home environment and to support pupils by recognising and responding to their individual needs</li> <li>• Communication skills to establish constructive relationships with children and their families and to liaise with other members of staff in respect of information about children, adhering to confidentiality and other policies and procedures</li> <li>• Skills to use specialist equipment with considerable precision e.g. hoists for manual handling, feeding tubes, etc or to assist the nurse with administering emergency medication</li> <li>• Keyboarding skills required occasionally to complete basic records</li> </ul>
<b>Corporate Standards</b>	<ul style="list-style-type: none"> <li>• In accordance with Council policies and guidance on information management and security, it is your personal responsibility for data protection, client confidentiality and information governance.</li> <li>• Act at all times in accordance with appropriate legislation and regulations, codes of practice, the provisions of the Council's constitution and its' policies and procedures.</li> <li>• Work within the requirements of the Councils' Health and Safety policy, performance standards, safe systems of work and procedures.</li> <li>• Undertake all duties with due regard to the corporate equalities policy and relevant legislation.</li> </ul>