

Job Description

School	Bradstow School
Post Held	Childcare Support Assistant
Salary Scale	Scale 1C
Hours	41 hours per week, Term-Time only plus 5 Training days per year
To Whom Responsible	Home Manager

Aim of the Post

To welcome warmly and connect kindly with all children and young people at Bradstow, working as a part of a team of care givers supporting a group of young people within a home.

Whilst nurturing a Culture of Gentleness, Childcare Support Assistants will provide support to the residential home where a named young person, who has been identified as requiring additional support, resides during out-of-school hours. The duties will not be confined solely to the named young person but also involve working with other young people in the residential home. In addition, the Post holder will be required to commit to an additional two weeks respite care work, if required, whether the 'named' young person is involved in respite or not, for which additional payment will be made.

Duties Comprise:

- To nurture and sustain a Culture of Gentleness in the home and support this across the school community, providing a role model for children and young people by working in ways that are attentive and responsive and intentionally apply Bradstow's visions, values and organisational behaviours.
- To participate in regular reflective practice through the use of supervision and video reviews.
- To work as a member of a team within a residential home.
- To safeguard the young peoples' health and safety.
- To assist in the implementation of the homes daily routines ensuring the participation of the young people.
- To assist in the implementation of the homes activity programme ensuring young people's choices are taken into consideration.
- To follow the young peoples' Support Plans, Individual Education Plans and Individual Care Plans.
- To assist in the implementation of personal and intimate care programmes.

- To contribute to the daily record keeping in the home in line with requirements and Children's Regulations.
- To commit to personal development, induction and continuous professional development.
- To commit to achieving the Level 3 Diploma for Residential Childcare within 2 years of commencement of employment.
- Any other duties commensurate with grade as directed by Line Manager or Senior Management.
- To be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and Working Together in relation to child protection and safeguarding children and young people.
- To ensure that the line manager is made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding and/or child protection.

Please note: You must be willing to work up to a maximum of two weeks for the school's short term break provision for which extra payment would be made.

This job description may be amended at any time after discussion with you.

Person Specification

Childcare Support Assistant

Qualifications and Experience

1. No formal qualifications are necessary for this post, but the post holder will be required to complete the Level 3 Diploma in Residential Childcare within 2 years of beginning employment at the school.
2. It would be an advantage to be able to show experience of working with children and young people with Additional Educational Needs and Challenging Behaviour.

Knowledge

3. An awareness of the needs of children and young people with intellectual disabilities, Autism and associated Challenging Behaviour.

Abilities and Skills

4. Ability to contribute to the home's record keeping.
5. Ability to follow young people's support and care plans, IEPs (Individual Education Plans) and ICPs (Individual Care Plan).
6. Ability to assist in the carrying out of activities for individual young people and groups of young people.
7. Willingness to take part in the daily routines of the school and home.
8. Ability to work effectively as part of a team.
9. To accompany young people to go swimming
10. A willingness to contribute to the life of the school in general including major School/parents events on a weekend.
11. It would be desirable to have a full, clean driving license and be prepared to drive school vehicles, subject to required insurance conditions.

Working at Bradstow can be both physically and mentally demanding. In order to be able to cope with this stress, candidates must be both physically and emotionally robust.

Candidates are shortlisted according to these stated criteria. Please list each supporting statement according to the numbers above.