



MacIntyre
Academies



Residential Support Workers (Waking Nights)

Endeavour Academy, Headington, Oxford

Recruitment Pack

Recruitment Advertisement

Residential Support Worker (Waking Nights)

Job Title: Residential Support Worker (Waking Nights)

Reference No(s): 00000000239

Salary: £22,667.60 - £25,946.55 per annum FTE; Actual: £17,000.70 - £19,459.91 plus discretionary £750 SSA and £1000 regional allowance (pro rata)

Location: Headington, Oxfordshire

Start Date: TBC

Interview Date: TBC

Hours of Work: 28.5 hours per week

MacIntyre Academies Trust opened its first academy, in Headington, Oxford in September 2014. Endeavour Academy is a specialist Academy providing support for children and young people with autism and associated Severe Learning Difficulties aged from 8 to 19 years old.

The Role

Endeavour Academy is currently recruiting for Support Workers (Waking Nights) to work at our Children's home in Oxford. At Endeavour Academy we look to provide an exceptional level of care for all of our residents to ensure that each individual is supported to live a life full of fulfilment and meaning.

We support our young people to develop their independent skills as well as encouraging them to access and engage with the local community. Activities can range from cooking and cleaning, to supporting the young people to trips to the beach or theme parks. We offer an extensive range of activities and no two days are ever the same!

We operate on a rota of shifts, including weekends and bank holidays, 365 days per year. We are looking for someone to support workers to undertake either 2 weekday night shifts per week (21.45pm-09.15am) or 2 weekend night shifts per week (21.45pm-07.15am). This role involves lone working.

About You

We are looking for highly motivated, active members of staff who are looking to embark on an exciting and rewarding career working with children and young people with Autism and learning difficulties.

Previous experience is not essential though desirable to have an understanding of Autism and Learning disabilities; ultimately providing Care, education and support to Children and Young people. It is paramount that you must be an effective, confident communicator. You will be able to keep accurate records such as the recording of daily notes; mediation administration and learning outcomes with excellent attention to detail. You will demonstrate an approach of facilitation and reflective practice with a belief in a life of independence and choice for the young people you will support at all times.

Some of our young people are very active but at the same time are vulnerable if left on their own. Some young people can behave in a way that is challenging to others and part of our role is to teach young people safer and more effective ways of communicating their needs, however a level of challenge still exists; this can be physical or a reluctance to engage. For these reasons this role requires someone who is physically fit. MacIntyre Academies will, where possible, look to make reasonable adjustments to comply with the Equality Act 2010.

Benefits

In return, we can offer you:

- A competitive salary
- A local government pension scheme
- A discretionary regional allowance of £1,000 (pro-rata)
- 34 Days Annual Leave Entitlement (Inc. Bank Holidays and a MAT Life Day) pro rata
- Family friendly policies
- Wellbeing, Bereavement and Menopause Policies and enhanced Sick Pay policy
- An Employee Assistance Programme to support your health and wellbeing
- Annual flu jabs
- Cycle to work scheme
- Access to further professional development through the Trust's Leadership Programmes.

We also have an active employee engagement programme which includes termly 'You Are Awesome' awards, an annual Big Thank You Day and a Trust Wide Annual Conference.

Dear Applicant,

Welcome to Endeavour Academy Children's Home and thank you for your interest in this exciting role. Our co-located children's home and school support children and young people (9-19 years old) with autism and severe learning difficulties. This autism-specific setting has been developed by MacIntyre Academies Trust and Oxfordshire County Council working in partnership to meet the needs of young people and their families. The Children's Home offers a combination of 52-week-a-year placements and regular, short-stay respite placements. All of our young people attend the School as well.

Our aim is to provide our children and young people with an environment in which they can feel safe and happy and are supported to develop the skills they need to learn effectively and to make a positive and successful transition into adult life. We support each young person's educational, social and emotional development as well as supporting their communication and sensory needs.

In addition, we also aim to create a happy and nurturing environment that has an ethos of warmth and understanding. We have a staff team that understand the needs of the young people and how they can support them to make the best progress. We work very closely with the families of our young people to ensure that they too feel supported, and that they are reassured that their child is safe and happy.

If you would like to know more about Endeavour House, and are interested in working for us, please do not hesitate to contact our office.

We look forward to hearing from you.



Andrew Moran

Head of MacIntyre Academies

Our Vision and Ethos

Endeavour Academy and House provides a healthy, safe and enjoyable environment with a focus on high quality personalised education and support. We believe all young people, regardless of disability, deserve the best education and care possible. We want our students to be ambitious for themselves and we need to be ambitious on their behalf. Therefore, our aim is to deliver an 'outstanding' provision with outstanding outcomes. A provision which is truly family centered with education and care individualised to each child and young person. Endeavour Academy provides a healthy, safe and enjoyable environment with a focus on high quality personalised education and support.

With a waking curriculum that focuses on developing life skills and on the achievement of each child's full potential, Endeavour offers flexible arrangements that meet the needs of individual children and families. Key to our success is the recruitment and development of a highly skilled, flexible workforce that delivers outstanding education and support, and benefits from MacIntyre Academies Trust's in-depth understanding and experience of how to design bespoke solutions to children who require specialist support strategies to achieve excellent outcomes.

We have a holistic approach to supporting behaviour that empowers the child or young person to engage in progress. To achieve this vision, partnership working is crucial. MacIntyre Academies Trust works alongside Oxfordshire County Council, staff and stakeholders to ensure that the Endeavour is successful in delivering their strategic aims.



Residential Support Worker (Waking Nights)

Job Description

Reporting to:

Residential Team Leader

Purpose:

As a Residential Support Worker (Waking Nights) you will work through the night and be responsible for delivering high standard of care, protection and support to children and young people by facilitating their physical, emotional, psychological and recreational development when appropriate.

You will deliver person centred support to meet the needs and aspirations of the people being supported exemplifying best practice at all times. Ensuring that you support the Residential Team Leaders and Head of Care with the delivery of a value for money service which establishes MacIntyre Academies brand and reflects the needs of the local community.

Key Responsibilities and Duties:

1. To work throughout the night (3 nights per week; remaining hours to include day shifts) and to be responsible for ensuring the safety and security of the children and young people during this time.
2. To have particular responsibility for monitoring sleep patterns, health conditions, continence, etc. as dictated by the children's/young people's care plans.
3. To be accountable and take responsibility for applying your learning, training and skills to support people in a way which embodies great interactions, through person centred thinking and planning, using people's preferred method of communication.
4. To meet the requirements of MacIntyre Academies' Learning and Development Programme. The majority of organised training takes place during the day and Waking Night Residential Support Workers will be expected to make themselves available for this as required.
5. To be personally responsible for the standard and quality of your practice.
6. To strictly adhere to MacIntyre Academies safeguarding policies and procedures.
7. To bring to the attention of a senior colleague any matter of concern over the wellbeing, safety or safeguarding of a person we support.
8. To ensure that you have and understand all relevant information regarding the young person's background and present support needs by reading all relevant documents and signing records.
9. To maintain appropriate confidentiality of information.
10. To ensure that you follow individual behaviour support and communication plans appropriately.
11. To support the children and young people within the academy in the development and review of their person-centred plans and to work in accordance with those agreed plans. This will include attending day-time meetings and activities from time to time and providing information.
12. To complete required daily information such as student's logs, incident files, communication books and diaries etc.
13. To ensure that you record information accurately, legibly and communicate it appropriately.
14. To attend handover meetings, providing and receiving all information appropriately as well as contributing to discussions and debriefings. Such meetings may be scheduled during the waking day.
15. To contribute to the development of children and young people within the school through the provision of a healthy life style.
16. To be aware of the children and young people's leisure and recreational needs and preferences responding to them within organisational policies and procedures.
17. To promote MacIntyre Academies' philosophy of behaviour management through consistency, respect, warmth, empathy and compassion.
18. To support and assist each person to maintain a high standard of personal care during the night including, intimate care, hygiene, continence support, physical wellbeing involving where required support with moving and handling and the use of mobility aids and equipment.
19. To provide appropriate physical and personal support to children and young people.
20. To respond appropriately to medical or health concerns and, when authorised, administer drugs and medication and contribute and support therapeutic objectives in accordance with Macintyre Academies' policies and procedures.

21. To facilitate the children and young people's daily living needs as required for example by cooking, washing, ironing, shopping, or by supporting the child / young person to carry out such tasks independently.
22. To facilitate the provision of a caring and supportive environment for the children and young people that respects and affirms their racial, cultural and religious identify and lifestyle.
23. To support any family or other person important to the individual child or young person, promoting positive relationships at all times.
24. To liaise professionally with families, outside agencies to include social workers, teachers, therapists and any other relevant bodies as directed by your line manager.
25. To attend and participate in staff meetings, individual formal supervisions, making productive use of professional supervision, appraisals, handovers, staff debriefings to ensure consistency and good practice.
26. When authorised, to work unsupervised and/or, having due regard to On Call procedures, to take appropriate responsibility for the proper running of the shift/session/activity.
27. To be aware of and undertake your responsibilities in accordance with the current Health and Safety at Work Act.
28. To help plan and support holiday, vocational, learning and social arrangements for the people we support.
29. To be responsible for your own personal and professional development and undertaking learning and development activities to include attending service specific training as required.
30. To work towards the completion of a Level 3 Diploma for the children and young people's workforce (England) 4227-04 as per Ofsted requirements.
31. To be aware of the regulatory frameworks within which you work, and to keep abreast of national, corporate and local developments which affect your work.
32. To act professionally and work co-operatively as a member of a staff team and contribute to a culture of open communication to include constructive feedback for self, colleagues and volunteers.
33. To participate in a flexible and person-centred rota, across different locations and shifts where required, to meet the individual needs of the children and young people we support. This will include evenings, weekends and sleep-in duties.
34. To undertake any other duties as requested by the First Line Manager (Residential Team Leader or equivalent).

Residential Support Worker (Waking Nights) Person Specification

	<u>ESSENTIAL</u>	<u>DESIRABLE</u>
Education, Knowledge and Experience	<ul style="list-style-type: none"> • Able to perform night time working on a regular shift pattern (3 nights waking per week; remaining hours include day shifts) • The ability to undertake lone working if required. • An interest in the work in which MacIntyre Academies undertakes. • Demonstrative written and verbal communication skills. • Able to maintain professional boundaries at all times. • Excellent record keeping skills. • Able to produce and present information in a manner which is persuasive, logical and understandable to the receiver. • Write reports that communicate effectively. • Work to agreed policies and procedures. • Recognise when to ask for help and to involve a senior colleague. • Ability to achieve relevant personal development and qualifications associated with the role. Such activities may be off rota during the waking day. 	<ul style="list-style-type: none"> • Previous experience of working in social care / Residential Schools with people who have learning disabilities. • Previous experience of working with individuals who have learning disabilities • A relevant professional qualification applicable the role • Adapt your working style and level of support to an individual's needs or wishes. • Work cooperatively with colleagues and assist when they need support. • Value the different contributions that people can make within a team.
Personal Attributes	<p><i>Must be able to demonstrate</i></p> <ul style="list-style-type: none"> • Excellent communication and facilitation skills with all stakeholders. • A passion for working with children & young people with SEN and their families. • A belief that people with learning disabilities have the right to participate in making decisions about the service they receive and to access opportunities including learning, training, employment and wider experiences. • Ability to work flexibly to meet the needs of the academy. • Ability to work with colleagues to promote, motivate and work with others creating a shared culture and positive climate. • High level of resilience and determination. • Commitment to and a genuine interest in the pastoral welfare of the school community. • Calm and organised approach to your work • Able to work under pressure • The ability to inspire this in others. • Adopt a reflective approach to work. • The ability to work flexible hours including day's evenings, waking nights, weekends and bank holidays (as required) 	

Competencies

Respecting and Understanding Others	<ul style="list-style-type: none"> • Reacts sensitively to other people and recognises different viewpoints, beliefs, values and opinions. • Treats children and young people we support and colleagues with respect, dignity, honesty and equality. • Adapts their working style and level of support to an individual's needs or wishes. • Work cooperatively with colleagues and assist when they need support. • Value the different contributions that people can make within a team.
Influential Communication	<ul style="list-style-type: none"> • Ensures Great Interactions are achieved by using a variety of communication techniques including language, tone and non-verbal behaviour. • Listens actively and display enthusiasm in their communication. • Uses and presents information in a manner which is persuasive, logical and understandable to the receiver.
Facilitating Success and Improvement in Others	<ul style="list-style-type: none"> • Use encouragement, praise and appropriate direction as necessary. • Support, motivate and inspire others to try new tasks or activities. • Seek assistance appropriately and receive feedback from others.
Supporting Learning and Teaching or Care in an Educational Setting (for those in an operational role)	<ul style="list-style-type: none"> • Is ambitious, has consistent and high expectations of staff and pupils • Demonstrates personal enthusiasm for and commitment to the learning process • Demonstrates the principles and practice of effective learning and teaching • Initiates and supports research and debate about effective learning and teaching • Provides appropriate support intervention based upon a detailed knowledge of individual pupils
Problem Solving and Decision Making	<ul style="list-style-type: none"> • Is able to collect, interpret and evaluate information • Can develop a deep understanding of a problems, exploring alternative ways of resolving problems including new possibilities. • Makes timely and well considered decisions, is aware the impact their decisions may have and willing to make difficult but necessary decisions to improve the practice.
Resilience to Change and Challenges	<ul style="list-style-type: none"> • Is open to change and embracing new developments / initiatives • Adapts well in new and unfamiliar situations responding to changing plans quickly • Works independently without direction • Is resilient and copes well in emergency situations.
Personal Development	<ul style="list-style-type: none"> • Is committed to achieving high standards for their own self-development • Is able to reflect on self-development needs and address them. • Meets agreed development action plans as agreed with line manager. • Achieves positive feedback from peers, senior colleagues and external stakeholders.

MacIntyre Academies Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All positions will require an enhanced Disclosure and Barring Service check and registration with the DBS Update Service together with all other relevant recruitment checks including obtaining references. This post includes engaging in regulated activity relevant to children and is exempt from the Rehabilitation of Offenders Act, 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Further information about filtering offences can be found in the DBS filtering guide: DBS filtering guide - GOV.UK (www.gov.uk) It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. Referees will be asked to assess suitability of candidates to work with vulnerable adults, children or young people and will be verbally verified. Individual Safeguarding Policies for our Academies can be found on our website under 'Essential Information' and candidates will be asked about this as part of the recruitment process.

In line with the update to KSCIE 2023 MacIntyre Academies will carry out an online search of the candidate once the shortlisting process has been completed as part of their due diligence. This may involve a google search of the candidate's name, looking at the top three search results over the past three years. If any incidents or issues are identified that are publicly available online this will be explored with the candidate at interview stage.

*Salaries are based on Full-Time-Equivalent and are pro-rata for part time roles. Salaries are dependent on experience with option of additional hours through the extended school provision.



MacIntyre Academies Trust

Seebeck House
1 Seebeck Place
Knowlhill
Milton Keynes
MK58FR

Twitter: @MacIntyre_ac

Email: info@macintyreacademies.org

Website: www.macintyreacademies.org

LinkedIn: [company/macintyre-academies](https://www.linkedin.com/company/macintyre-academies)

