**** Job Description

# Job Title Bank SEN Care Support Worker

**Location** Henshaws College, Harrogate

**Salary** £11.00-£11.57 per hourplus 5.6 weeks holiday pay (pro rata)

**Hours per Week** Various

**Reports to** Care Lead and Deputy Care Lead

**DBS Check DBS check** Enhanced Check with adult barring list and child barring list

**Job Summary**

To work as part of a team of bank of staff providing care and learning support for our students within the college on an ad-hoc basis, enthusiastically encouraging them to develop their independence and living skills.

Some of our students may be diagnosed as having a severe or profound and multiple learning disabilities. They may also have physical and sensory impairments, behavioural, emotional and social difficulties (BESD) and display behaviours of concern. Due to the complex needs the learners may have a high level of personal care and clinical needs which need to be met sensitively and professionally in line with rigorous policies.

**Key responsibilities**

* Ensure that the care support needs of each student are met, as directed by their individual care plan.
* Ensure that the learning needs of the students are met as directed by education staff and work with other college staff to support the students within their lessons
* To provide support for students with Autistic Spectrum Disorder (ASD) and behavioural, emotional and social difficulties (BESD) who may exhibit behaviours that cause concern in line with Positive Behaviour Support plans
* With support from the programme leader or instructor you may be asked to deliver effective learning based sessions on 1:1 basis with students, using a range of suitable resources available
* Accurately and appropriately record and report students’ needs and progress
* Complete comprehensive record keeping and documentation relating to the students care and treatment
* Keep up to date and remain fully aware of the students’ individual needs and any care and medication requirements of those students
* Work collaboratively with all college departments to meet students’ individual outcomes outlined in Education Health and Care Plans
* Work with the therapists to deliver the best possible health outcomes with a focus on safe eating and drinking skills and postural care
* Support the students with leisure activities when supporting within the residences
* Ensure that appropriate care equipment is used after training and work as trained
* Report any concerns to the care management team or any other manager which may affect student/staff welfare or safety
* Work in a way that demonstrates our society values
* Assist all students in any way which promotes and enables their development and independence
* Carry out any administrative and housekeeping tasks necessary to ensure good housekeeping, cleanliness and health and safety in relation to the student residences

**General**

* Attend all Henshaws mandatory and compulsory training sessions, taking responsibility to ensure training is up to date at all times.
* Take responsibility for your own personal and professional development, including CPD where appropriate.
* Facilitate training and knowledge sharing across Henshaws Society, and other providers where appropriate.
* Adhere to and support others to uphold Henshaws Values: Inspiring, Proactive, Sharing, Compassionate, Empowering, Informed
* Represent Henshaws in professional manner at all times
* Comply with Henshaws Health & Safety requirements and be aware of and adhere to current Henshaws policies and procedures.
* Any other duty as required by the line manager commensurate with the post.

**Person Specification**

**Please document on your application form how you meet the skills that we require as set out below. This does not have to be paid work; you can use examples of voluntary work and experience.**

All disabled candidates who meet the minimum essential criteria will be included on the shortlist.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Criteria** | **Essential or Desirable** | **How Identified** |
| **Skills and Experience** | Willingness to assist students with any personal care requirements as needed | **E** | Interview |
| Willingness to support students in a way that promotes their independence and development | **E** | Interview |
| The ability to keep calm under pressure  | **E** | Application from/Interview |
| Experience of working with people with Autistic Spectrum Disorder (ASD) and behavioural, emotional and social difficulties (BESD) and an understanding of the specific needs relating to these. | **D** | Interview/Application form |
| Enthusiastic, respectful and sensitive attitude to our client group | **E** | Interview/application |
| **General & Specialist Knowledge** | Knowledge of different learning disabilities | **D** | Interview |
| Previous experience of working in the care sector and providing personal care | **D** | Application form/Interview |
| Ability to promote the student group in a positive and professional manner | **E** | Interview |
| Awareness of equal opportunities issues relating to this area of work | **D** | Interview |
| Knowledge and experience of health and safety issues relating to this area of work | **D** | Interview |
| **Education & Training** | Hold Level 2/3 Diploma in Health and Social Care  | **D** | Certificate/Interview |
| Good standard of literacy and numeracy | **E** | Application form & tests at interview |
| To fully support our students you must be able to cope with the physical demands of the role, including pushing a wheelchair around college and in the community and assist the student into and out of the wheelchair if required after having training | **E** | Interview |
| **Special Requirements** | Flexible and reliable approach to working hours | **E** | Interview |
| Commitment to undertaking any training required  | **E** | Interview |
| A commitment to promoting and safeguarding the welfare of students | **E** | Application form/Interview |
| Adhere to Henshaws Values Inspiring. Proactive. Sharing. Compassionate. Empowering. Informed | **E** | Interview |

**Henshaws will make every endeavor to make any reasonable adjustments for applicants who require assistance in carrying out their duties due to a disability. Henshaws is committed to safeguarding vulnerable adults and children. The post holder may be required to complete an enhanced DBS disclosure check including barring lists for Adult and/or child barring services. Henshaws is committed to equal opportunities and positively welcomes applications from all sections of the community.**