



## RECRUITMENT PACK

Residential Support Worker  
Abbey Green

Abbey School  
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## Welcome from the Principal

Welcome and thank you for your interest in Abbey School.

Our Independent day and residential school provides a unique environment of high-quality, evidence-informed education, nurture and care to young people aged 4-19 with autism whom may have additional learning difficulties and behaviours that challenge. We offer a comprehensive programme of support which ensures that all of our pupils' individual needs are met through highly personalised learning.

We are privileged to benefit from a truly wonderful location. Our school is housed in stunning Grade II\* listed buildings, part of historic Abbey Square in the heart of the beautiful city of Chester. Our fantastic team of architects have designed a well-equipped and high-tech learning environment for us, whilst maintaining the beauty of the buildings and surroundings for our pupils to enjoy. We make full use of our environment and location with a creatively designed curriculum that includes focused learning and enrichment activities that support wellbeing. This enables all of our young people to experience growth, development and success.

Our highly skilled and specialist staff team includes teachers, learning and behaviour specialists, speech and language therapists and occupational therapists. This trans-disciplinary focus ensures that each pupil's individual needs are understood, accurately planned for and closely monitored as part of day-to-day school practice.

I am extremely proud to be the Principal of Abbey School, a place where pupil-centred practice is the norm and where the voice of the young people we support and their families is central to all that we do. It really is a very special place to work and learn.

Yours sincerely

**Dr. Katy Lee**



## About our School

Abbey School is an Independent Day and Residential Special School for young people aged 4-19 years with autism whom may have additional learning difficulties and behaviours that challenge. We provide high-quality education and care in our beautiful Grade II\* listed buildings in the heart of Chester. All young people attending Abbey School have an Education, Health and Care Plan (EHCP) with school places commissioned and funded via local authorities. Weekly, half termly or termly residential school places are available for young people who would benefit from a waking day curriculum. We work in close partnership with families and carers with support, information sharing and workshop opportunities available throughout the academic year.

Abbey School is aspirational for all of the young people that we support. This aspiration is captured in our vision, mission and values which are central to all that we do at Abbey School.

## Vision

Our vision is that all children with exceptional needs receive a meaningful and fulfilling education that enables them to make their own choices about the direction of their adult lives.

## Mission

Abbey School exists to provide the best education possible for young people with exceptional needs.

## Values

- Special educational needs and/or disability should not be a barrier to a valued lifestyle.
- Every pupil is a unique individual with potential.
- All children and young people without exception are entitled to access the best education and support available.
- Best practices in education are evidence-based.
  - Teaching and learning decisions should be evidence-driven.
  - Clear goals make data-based decisions more numerous and effective.
  - Education is for everyone and for the whole of a person's life.
  - Learning is enabling, empowering and extends the boundaries of autonomy.
  - If a pupil is not learning, it is the teaching that needs to change – the learner is always right.
  - The pupil voice should be heard and respected.



*Every decision we make is framed in the context of the Abbey School BAGS model.*

**B** – Belonging and connection – being part of a community and having a network of valued relationships.

**A** – Autonomy and control – having influence over day-to-day and life defining matters.

**G** – Gifts and talents – doing even better the things that are done really well, and learning to do things that are important but may not be done at all.

**S** – Speaking, listening and a sense of self – communicating effectively in a variety of ways not just speech, and having an identity that defines who I really want to be.



## Job Description & Person Specification

Job Title	Residential Support worker 48 hours	Employer	Abbey School
Starting Salary	Point 10-18 Abbey School Pay Scale £30,130-£35,281	Reporting to	Residential Care Manager Deputy Residential Care Manager Team Leader Senior Residential Support Worker
Working Hours	48 hours p/week Shift patterns will include long days 07:30 – 22:00, half days 07:30 – 16:00/ 13:30 – 22:00 One weekend in/one weekend off over a two-week rota	Line Manages	n/a

### Role Purpose

Children and young people are supported by a highly skilled and well qualified team of residential care staff with relevant social care qualifications. The team comprises a home manager, Deputy Manager, Team Leaders, Senior Residential Support Workers, Residential Support Workers and Waking Night Staff. All our young people are one to one supported. This high ratio of residential staff facilitates the bespoke work we do to support the complex needs. The residential care teamwork in close partnership throughout the academic year with school staff and with families to ensure our pupils can enjoy a safe and nurturing environment. The role of Residential Support Worker would be to fully support the daily needs of our young people to deliver the highest quality of care to those who reside in the residential setting.

Applicants must be at least 21 years of age due to the age range of our pupils being supported.

### Responsibilities and Role

The main focus is to create a safe, caring and nurturing environment for resident young people which promotes the school's focus on enhancing Quality of Life through the Abbey School BAGS model (Belonging and connection, Autonomy and control, Gifts and talents, Speaking listening and sense of self). You will lead the residential staff team to have a specific focus on preparing young people for adult life and will work closely with parents and families to ensure that each young person's support needs are fully met. As a residential support worker, you will



play a role in the establishment, maintenance and development of the environment and climate of the Home, thus providing young people with a calm and relaxed living experience.

Our aim to give our young people the best quality of life experiences and support them to be emotionally secure, happy and positive outcomes.

During your induction you will become fully conversant with the Abbey School/ Abbey Green common philosophy and policies. It is vital to respect and maintain the confidential nature of the work. Residential Support Workers will actively be involved in planning and participating in the homes recreational and social program and engage individuals.

The role of residential support worker offers a shift pattern to allow staff to create a work life balance. The shift pattern includes a combination of early, lates, or long days. To meet the needs of the business residential support workers are required to work a period of waking night shifts.

### **Promotion of Good Child Care Practice**

It is vital that our young people receive an outstanding level of care, ensuring that Safeguarding is 'Outstanding' within the residential provision. You will be involved in the day-to-day supervision of children and young people regarding standards of care in line with the National Minimum Care Standards for Residential Special Schools and the wider implications of guidelines, procedures, instructions and policies, e.g. health care, children's rights, childcare law, etc.

Being part of the residential team requires that you demonstrate good child practices in own direct work with children. You will be responsible for compiling reports, supporting tracking behaviour and liaise as key worker with the therapy department including Speech and Language and Occupational therapy. You will need to establish good relationships with young people based on confidence, trust, understanding and mutual respect, You will also need to have good English skills and be able to compile written reports as and when necessary.

A key part of your role will be to actively seek the views and opinions of children and provide a platform for pupil voice in line with their preferred method of communication. Ensure that all pupils engage and make progress through a personalised extended curriculum. Ensuring that you work holistically with education staff, parents and families to plan, practice and collect evidence of progress within the 24-hour extended curriculum. You will be responsibility for the safe supervision of young people by exercising adequate control. Maintaining the agreed staffing ratios at all times.



### **Administrative Tasks**

- To track and record the young people's progress and development in line with procedures.
- To contribute towards reports
- To complete young person's case notes on a daily basis, before the end of the shift and in line policy.

### **Partnership Working**

- Be involved with residential special schools locally and nationally, both to observe good practice and use evidence-based work to best inform childcare practice.
- Form working partnerships with community facilities to promote an active and stimulating residential timetable

### **Professional development**

- Commitment to developing a clear knowledge of the Abbey School Model (ASM) and the evidence-based approaches that underpin it.
- To take a full and active part in professional development activities.
- To be responsible for identifying your own areas of training needs in partnership with the leadership team
- To participate in the Abbey School staff development program

### **Common Accountabilities and Dimensions within all Roles**

- Demonstrate the vision and values of Abbey School in everyday practice, upholding the schools' ethos at all times.
- To attend staff meetings when requested
- Actively contribute to the culture of Abbey Green as a learning/holistic organisation.
- Be responsible for ensuring that your own practice is consistent with Abbey School policies and procedures.
- Be responsible for your own effective professional communication, orally and in writing, to the right people at the right time.
- Be responsible for ensuring that your own responsibilities and accountabilities are clearly defined and understood and for managing your work and working proactively with your manager to that end.
- Be responsible for the health and safety of others (Using proactive and reactive approaches. This may include using positive handling techniques such as Team Teach.)

Uphold Abbey School policies to protect and safeguard pupils and vulnerable adults in order to secure their health, safety and wellbeing.



- Support pupils with intimate care (such as toileting, nappy changing, dressing and feeding) provide support to pupils with medical conditions and the administration or medicine as required by the needs of the pupils.
- Ensure that any personal care offered to pupils maintains their dignity, promotes their independence and is in line with all relevant policies.
- Be responsible for ensuring that personal use of resources is efficient and effective and actively upholds Abbey School's policies.
- Commitment to promoting equality and diversity through assuming personal responsibility for implementing the school's policy on Equal Opportunities and inclusion for all staff and pupils.
- Support the Principal and Senior Leadership Team in managing and organising the residential provision efficiently and effectively to ensure it meets the needs of all site users, including pupils, staff, parents and visitors and supports effective learning and support.

### General

- To perform any other reasonable task that the Principal, Residential Care Manager or his/her appointed deputy may ask from time to time
- To support young people to and from school, on shopping trips and activities as required.
- Abbey School is committed to safeguarding and promoting the welfare and safety of all pupils and expects all staff and volunteers to share this commitment.
- This role involves engaging in regulated activity with children and adults, therefore the post is subject to an Enhanced DBS with barred lists check.



## Person Specification

Criteria	Essential	Desirable
Qualifications & training	<ul style="list-style-type: none"> <li>GCSE English</li> <li>Level 3 Diploma in Residential Care/equivalent or a willingness to work towards this qualification</li> <li>Ability to contribute to written reports</li> <li>Up-to-date safeguarding knowledge</li> </ul>	<ul style="list-style-type: none"> <li>A willingness and desire to pursue further training.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Experience in a care setting</li> <li>Experience supporting children/young people with autism and/or complex needs</li> <li>Experience of carrying out administrative duties such as filing and recording</li> <li>Working with young people whom display behaviours that challenge</li> </ul>	<ul style="list-style-type: none"> <li>At least two years' experience in a residential childcare setting</li> <li>Experience of using positive behaviour support framework (PBS)</li> <li>Ability to organise and lead recreational activities.</li> </ul>
Skills and knowledge	<ul style="list-style-type: none"> <li>Person Centered Approach</li> <li>Proficient using a computer</li> <li>Working knowledge of best practice in residential care settings for young people with autism and learning difficulties</li> <li>An ability to demonstrate good childcare practice in own direct work</li> <li>Knowledge of safeguarding procedures and practice within residential childcare</li> <li>Good literacy and numeracy skills</li> <li>Good verbal and written communication skills</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of children and young people's rights</li> <li>Clean UK driving license and ability to drive with young passengers</li> </ul>

Personal qualities	<ul style="list-style-type: none"> <li>• Ability to build positive relationships with children and young people</li> <li>• Willingness to work anti-social hours</li> <li>• A commitment and flexibility to work shifts which meet the needs of the provision as a whole</li> <li>• Self-motivated and self-driven</li> <li>• An ability to listen and respond effectively to different situations</li> <li>• Emotionally and physically resilient</li> <li>• Ability to always maintain professional standards</li> <li>• Passionate about supporting children and young people with SEND</li> <li>• Can work independently and is also a strong team player</li> </ul>	<ul style="list-style-type: none"> <li>• Sense of humour within the workplace</li> </ul>
Other requirements:	<ul style="list-style-type: none"> <li>• Enhanced DBS plus children and adult barred list checks</li> <li>• Must be at least 21 years old</li> </ul>	

### Benefits

- Competitive salary
- Suite of staff benefits including pension scheme
- Technology appropriate for your job
- Comprehensive staff training programme
- Access to WeCare which is a 24/7 online GP, mental health support service, get fit programme and much more.
- Access to MediCash program for wellbeing benefits
- The opportunity to shape and improve the life chances of pupils with a disability, and in so doing, extend the prospect of an improved quality of life for family members and others



### **How to apply**

If you feel like you have the right qualities to join our exciting, innovative and exceptional school then please complete the school application form with a letter addressed to the Residential Care Manager, Mrs Jeni Mitchell. Please ensure that you provide details of your skills and experience necessary for this particular position in your letter or personal statement. Application forms and letters can be emailed to [recruitment@abbeyschool.com](mailto:recruitment@abbeyschool.com) or sent by post to Abbey School, 10-11 Abbey Square, Chester, CH1 2HU.

### **Deadline**

Please complete an application form as soon as possible. This is an ongoing recruitment cycle to build our staff teams, and we encourage an application form to be completed and sent to us at your earliest convenience.

### **Shortlisting and interviews**

Selection methods will be objective, promote equality of opportunity and guard against bias in line with the Equality and Diversity policy. The School will shortlist applicants based on the relevance and applicability of their professional attributes and personal qualities specified by the role. Essential and desirable qualities are published in the Person Specification for this role. Candidates who are successfully invited to interview must meet the essential criteria of the person specification.

The School will complete an online search for all shortlisted candidates. If any incidents or issues have happened that are publicly available online, the school may wish to explore this at interview.

The interview will consist of a formal panel interview.

Start Date: As soon as possible



### **Safeguarding Statement**

Abbey School is committed to safeguarding and promoting the welfare and safety of all pupils and expects all staff and volunteers to share this commitment.

Child safer recruitment procedures operate and the post is subject to references and an Enhanced DBS disclosure with barred list checks.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are 'spent' unless 'protected' under the DBS filtering rules) in order to assess their suitability to work with children.

### **Equal Opportunities Statement**

We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their age, disability, gender reassignment, race, sex, pregnancy and maternity, marriage/civil partnerships, religion/belief, or sexual orientation.



## Working in Chester

Abbey School is situated in the beautiful surroundings of Abbey Square, located in the heart of historic Chester.

Chester has often been ranked as one of the best places to live in the UK with many good schools, thriving suburbs, a vibrant independent restaurant scene and new, award-winning cultural centre Storyhouse. It has good rail and motorway connections to major cities and the coast.

Chester is suitable for families and singles or couples with a good choice of city-centre accommodation and villages or suburbs within close commuting distance. To find an Estate Agent for sales or lettings in Chester visit [Best Estate Agent Guide](#) .For further information about living in Chester, please visit the [Tourist Information website](#) .

## How to Find Us

We are located in [Abbey Square](#) next to Chester Cathedral, off Northgate Street.

### By Public Transport

We promote sustainable travel and recommend that public transport is used where possible. Chester train station is a 5-10 minute walk away and is served by the following rail companies [Merseyrail](#), [Avanti West Coast](#), [Transport for Wales](#) and [Northern Rail](#). For Park and Ride information visit the [Cheshire West and Chester council](#) information page.

## Parking

Visit the [tourist information site](#) for details of city centre car parks.

