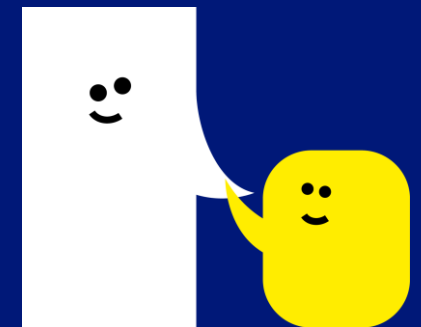


# Residential Support Worker

Recruitment Pack  
January 2025



A Speech and  
Language UK school



## About Dawn House



A Speech and  
Language UK school

*"Dawn House has been amazing – we've got our little boy back! He's made lots of friends, and he's understanding so much more."*

Dawn House is set in a beautiful location with acres of well-maintained grounds. We pride ourselves as delivering outstanding, high quality integrated education, therapy, and care. You will work collaboratively as part of strong and supportive multi-disciplinary team of teachers, therapists, teaching assistants and residential care officers, with class groups, smaller groups and with individual children. To succeed we need people like you, who share our dedication and passion to contribute towards the successful futures of our young people.

Dawn House School is a non-maintained day and residential school for pupils aged between 5 – 19 years, who have severe and complex speech, language and communication challenges with associated learning and/or behavioural differences. The School retained its 'Outstanding' rating from Ofsted in June 2023. The 104 pupils at Dawn House, a Speech and Language UK School receive the integrated therapy, education and care that they need to learn and develop independence. They receive full access to the national curriculum (pre 16) and an enriched curriculum that supports the transition to adulthood (post 16).



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# About Speech and Language UK

**Speech and  
Language UK**   
Changing young lives.

At Speech and Language UK, we want every child to face the future with confidence. For 1.9 million children in the UK, learning to talk and understand words feel like an impossible hurdle. Without the right help, this can destroy their world. They feel disconnected from their family. Unable to make friends. Unfairly punished for not following instructions they don't understand. What does the future hold for them?

We must reach children earlier, to make sure every child has the skills to face the future. We design innovative tools and training for thousands of nursery staff and teachers. We give families the confidence and skills to help their child. And we put pressure on politicians to prioritise support for children. Too many children are left waiting to be understood. Help us bring speech and language skills into the spotlight so they can all flourish.

For more information about Speech and Language UK, our work and values go to our website <https://speechandlanguage.org.uk/> or follow-us @SpeechAndLangUK.

To find out more about Dawn House School and Speech & Language UK please visit [www.dawnhouseschool.org.uk](http://www.dawnhouseschool.org.uk) and [Speech and Language UK: Changing young lives](https://speechandlanguage.org.uk/)



# Principal's Welcome

Our vision is to be an outstanding school providing a collaborative, child centred and innovative experience that enables our children to achieve ambitious goals and have endless opportunities. Communication is a fundamental life skill and good communication is key to ensuring children get the best start in life. Supporting speech and language development is at the heart of everything we do at Dawn House School. We give a voice to those that do not always have the words.

We are committed to integrating outstanding education and in-house therapy for all pupils in a highly specialist environment where their speech, language and communication needs do not prevent them from learning. We work hard to ensure that children receive an appropriate curriculum, are happy and engaged, and partake in a range of experiences. All of which is made possible by our hardworking and dedicated staff who work in partnership with parents to meet our children's holistic needs.

Our 'entry to exit' curriculum ensures that throughout their school career, children are preparing for life beyond our school gates and are supported to develop strategies that help them to overcome the barriers to their learning. We ensure that each of our pupils emerge as self-confident, independent individuals, able to manage their own learning and behaviour and equipped with the competencies, skills and strategies to take the next steps into further or higher education and the world of work.

Our students are impressive young people and we are extremely proud of their achievements and of our school. We are always happy to welcome visitors and to share our good practice.

*Jenny McConnell*  
*Principal*



# What we offer

Dawn House, a Speech and Language UK School is a fantastic place to work, with benefits including;

- Salaries regularly benchmarked against market rates
- Employee assistance programme providing a confidential helpline
- Supportive and paid sick leave, if needed
- Free optional flu jab in the Winter
- Contributory pension scheme
- Life assurance cover
- Enhanced maternity and paternity leave
- Free eye test
- Interest-free annual season ticket loan and bike loan
- Access to hundreds of exclusive perks, discounts and wellness resources through Perkbox
- Use of the swimming pool
- A comprehensive induction programme and opportunities to shadow therapists and other staff to gain a good understanding of different roles in school
- Continued professional development and training opportunities, and regular professional support
- Staff tea and toast breakfast catch-ups
- Good attendance perks, long service and employee of the month awards
- A friendly, passionate and enthusiastic team dedicated to getting the best outcomes for our young people







# Job Description

<b>Job title:</b>	Residential Support Worker
<b>Salary:</b>	£10,874.98 to £11,425.83 per annum (FTE: £26,415 to £27,753)
<b>Sleepover allowance:</b>	£1,607.82 per annum
<b>Responsible to:</b>	Deputy Principal
<b>Start Date:</b>	February/March 2025
<b>Location:</b>	Dawn House, Helmsley Road, Rainworth, Nottinghamshire, NG21 0DQ
<b>Hours:</b>	133 hours plus 7 sleepovers in an 8- week rota period (average of 16.625 hours per week, not including sleepovers) plus 7 sleepovers
<b>Working Weeks:</b>	39 weeks per annum (term time only)



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## Job Description

<b>JOB TITLE:</b>	Residential Support Worker Dawn House School
<b>RESPONSIBLE TO:</b>	Residential Services Manager
<b>ACCOUNTABLE TO:</b>	Principal
<b>LIAISON WITH:</b>	Classroom Teachers, Therapists, Teaching Assistants

## JOB SUMMARY

To contribute to the provision of high-quality residential care. To support pupils in developing their independence and social skills and in managing and taking responsibility for their own behaviour.

### PRINCIPLE DUTIES AND RESPONSIBILITIES

#### Specific Responsibilities - CHILD CARE

1. Plan, deliver and evaluate appropriate programmes of childcare and activities, keeping accurate records of events and progress.
2. Be part of a multi-disciplinary team with teachers, speech and language therapists, occupational therapists, special support assistants and other residential staff ensuring that the individual needs of the pupils are met through a collaborative, multi-disciplinary approach.
3. Assess individual needs to formulate Residential Care Plans and contribute to pupils' Annual Reviews and Individual Education/Learning Plans.
4. Take responsibility for the care, welfare, and safety of a group of pupils in a designated house/area.
5. Complete Risk assessments in relation to individual pupils and activities/outings.

#### Training Development & Supervision

6. Understand the impact of childcare legislation and the rights of children and young people on the provision and delivery of care.
7. Be aware of the requirements of the National Minimum Standards for Residential Special Schools, and the inspection process.
8. Be aware of fire prevention, precaution systems (including fire drills and evacuation) and Health and Safety legislation

9. Keep up to date with the developments in the provision of Residential Child Care by reading, discussion, attendance of courses.
10. Participate in the professional development opportunities offered at Dawn House School, by receiving, and where appropriate, delivering training.
11. Follow organisational guidelines in the provision of Residential Child Care in accordance with recent legislation, published guidance, and acknowledged good practice.
12. Assist in the preparation of evening meals and breakfasts for pupils as directed by the Residential Services Manager and Catering and Domestic Manager.
13. Assist/ Lead with recreational activities organised for the young people, including outdoor sporting activities.

### **General Responsibilities**

14. Be an active part of the school community.
15. Contribute to the multi-disciplinary assessment offered to children and young people at Dawn House School.
16. Develop links with the local and wider community, other schools, recreational facilities, etc.
17. Assist and provide cover for colleagues as directed by your manager.
18. Refrain from acting in a manner that in any way endangers yourself, fellow employees, or the public.
19. Ensure that all policies and procedures relating to the protection of children in Dawn House School and services are always followed.
20. Avoid any behaviour that discriminates against your fellow employees, or potential employees.
21. Safeguard at all times confidentiality of information relating to children, staff and Speech and Language UK work.
22. Behave in a manner that ensures the security of Dawn House property and resources.
23. Abide by all relevant Dawn House and Speech and Language UK's Policies and Procedures.

This list of duties and responsibilities is by no means exhaustive and the postholder may be required to undertake other relevant and appropriate duties as required.

This job description is subject to regular review and appropriate modification.



## Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> <li>A willingness to undertake training if not completed NVQ Level 3 in Caring for Children &amp; Young People, or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>NVQ Level 3 in Caring for Children &amp; Young People, or equivalent</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Minimum of 1 year's relevant experience of working with children</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with children with special educational needs.</li> <li>Experience of working in a residential, multi-disciplinary setting.</li> <li>Experience of working with young people whose behaviour might be challenging at times.</li> <li>Experience or understanding of strategies for positive behaviour management e.g. Team Teach Training</li> </ul>
Skills and Knowledge	<ul style="list-style-type: none"> <li>Good communication and interpersonal skills.</li> <li>Ability to communicate effectively with pupils, colleagues, parents, and outside agencies.</li> <li>The ability to relate, engage and inspire young people to achieve their potential</li> <li>Energy and enthusiasm to support the delivery of a residential curriculum that stimulates and challenges</li> <li>Ability to plan, deliver and evaluate programmes of child-care with a minimum of supervision.</li> <li>Ability to write clearly and concisely.</li> <li>A willingness to learn and use sign supported English.</li> <li>Knowledge of the principles of Behaviour Management</li> <li>Knowledge of the procedures for safeguarding and protecting children and young people.</li> <li>Knowledge of Health and Safety issues</li> <li>Willing to participate in staff training and development opportunities.</li> <li>Flexible and adaptable attitude to work</li> <li>Reliability</li> <li>Ability to work effectively as part of a team and on own initiative.</li> <li>Commitment to safeguarding and promoting the welfare of children and young people</li> </ul>	<ul style="list-style-type: none"> <li>A qualification in child-care</li> <li>A positive role model</li> <li>A progressive outlook that embraces means, reasons and opportunities to support development.</li> <li>An ability to facilitate a range of leisure interests and physical pursuits through active engagement.</li> <li>Experience of person- centred planning in service delivery</li> <li>An understanding of the legislation affecting children in residential establishments.</li> <li>An awareness of the impact of a Communication Disability on the lives of children and young people and their families</li> <li>A knowledge of First Aid</li> <li>Full, clean driving licence</li> <li>Willingness to drive a school vehicle</li> </ul>

## Speech and Language UK Summary of Terms and Conditions of Employment

<b>Job Title:</b>	<b>Residential Support Worker</b>
<b>Start Date:</b>	February 2025
<b>Location:</b>	Dawn House, Helmsley Road, Rainworth, Nottinghamshire, NG21 0DQ
<b>Annual Salary:</b>	Salary: £10,874.98 to £11,425.83 per annum (FTE: £26,415 to £27,753) Sleepover allowance: £1,607.82 per annum
<b>Hours:</b>	Over an 8-week rota period: <ul style="list-style-type: none"> <li>- 133 hours (average of 16.625 hours per week)</li> <li>- 7 sleepovers</li> </ul>
<b>Working Weeks:</b>	39 weeks per year. Term time only.
<b>Annual Leave:</b>	6.07 weeks per holiday year during school closure periods
<b>Disclosure &amp; Barring Service Check:</b>	The successful candidate's employment is subject to an enhanced DBS and barred list check
<b>Probation:</b>	There is a six-month probationary period for this post
<b>Online search</b>	In line with KSCIE 2024, all shortlisted candidates will be subject to an online search covering content that is in the public domain.
<b>Pension:</b>	Speech and Language UK group pension scheme with Aviva. Employer contribution 4.5%, minimum employee contribution 3%. This is offered as a salary exchange arrangement.
<b>Perkbox:</b>	Employee benefit providing hundreds of exclusive perks for staff ranging from discounts on shopping, entertainment and gifts, to gym membership, rewards, confidential employee assistance and over 150 e-learning perks.
<b>Free Annual Flu Vaccination:</b>	Free annual flu vaccination for all Speech and Language UK employees.

# How to Apply

The closing date for this vacancy is **9am on Monday 3<sup>rd</sup> February 2025**.

To apply please send the completed Application Form together with the further information form to Catherine Ingram School Business Administrator  
[catherine.ingram@dawnhouse.org.uk](mailto:catherine.ingram@dawnhouse.org.uk)

Informal enquiries about this post can be made to Niamh Ankers, Residential Services Manager or James Bolger, Deputy Residential Services Manager on 01623 795361,  
[niamh.ankers@dawnhouse.org.uk](mailto:niamh.ankers@dawnhouse.org.uk) / [james.bolger@dawnhouse.org.uk](mailto:james.bolger@dawnhouse.org.uk)

Speech and Language UK is committed to safeguarding and promoting the welfare of children. We carry out appropriate vetting and verifications on all staff. Please find details of our safeguarding policy [Safeguarding - Dawn House School](#)

All shortlisted candidates will be subject to an online search covering content that is in the public domain.

In line with Keeping Children Safe in Education the successful candidate's employment is subject to an enhanced DBS and barred list check.

Thank you for your interest and we look forward to hearing from you.



[dawnhouse.org.uk](http://dawnhouse.org.uk)

[speechandlanguage.org.uk](http://speechandlanguage.org.uk)

Follow us @SpeechAndLangUK



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