



**Royal School
for the Deaf Derby**

Title of Role

Evening CoWorker (Care Team)

Salary

£25,183 gross pa

Working pattern

Monday	2.30pm – 10.30pm
Tuesday	3.00pm – 10.30pm
Wednesday	3.00pm – 10.30pm
Thursday	3.30pm – 10.30pm

Evening CoWorkers sleep-in twice a week and do a breakfast shift the next day from 7am – 8.30am
This role is term Time Only 39 weeks per academic year.

Line Management

Supervised by: Head of House

Responsible to: Residence Lead

Key relationships:

- Residential Staff Team
- Health Lead
- Safeguarding Team
- Housekeeping Team
- Maintenance Team

Key Purpose:

To work with the residential staff team in creating an environment where children and young people are healthy, happy, safe and achieving relevant targets on their pathway to adulthood. To work with the Residence Lead and the Residential Staff Team to maintain a high standard of care for children and young people that exceeds the National Minimum Care Standards for Residential Special Schools.

Main Duties and Responsibilities

- To work with colleagues in providing for the health, care and welfare of each young person in residence.
- To facilitate giving children and young people a voice in planning activities and making decisions about how their accommodation is organised and run.
- To supervise activities as discussed and agreed with children and young people both on and off site.



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- To take a share in key working responsibilities with other members of the Residential Team as discussed and agreed with the Head of House and Residence Lead.
- To promote healthy living habits and encourage young people to make the best use of their free time.
- To work as part of the residential team in cooking and serving meals for the children and young people in our care and for staff
- To administer medicines to children and young people (after completing appropriate training and assessment).
- To work with colleagues to provide two handed personal and intimate care as and when needed
- To follow school safeguarding policies and procedures and work with the Residence Lead to maintain and enhance standards of care and support for children and young people in residence.
- To become familiar with each child's Individual Health Care Plan, Individual Risk Assessment and Placement and Care Plan and align care practice with these documents.
- To share relevant information with colleagues in school to ensure complete care and support for children and young people.
- To promote self-esteem and a positive sense of identity for all children and young people, respecting their preferences and outlooks in line with Equality and Diversity.
- To actively promote and monitor independent living skills through planned and assessed activities.
- To work with the Head of Residence and other Heads of House to ensure achievable target setting and support planning is in place and carried out for each individual young person.
- To assist children and young people with their homework, promote reading for pleasure and increase confidence in using both English and BSL.
- To work with Head of Residence and fellow co-workers to maintain discipline and a zero tolerance of bullying and harassment.
- To undertake training and attend meetings as and when necessary

Additional Aspects of the Role

- Residential care staff must value British Sign Language and English (written and spoken) equally, be committed to good working by Deaf/hearing teams and understand the importance of effective communication within the staff team
- Care staff must be prepared to keep up with policy and practice, and best practice for working in the children's workforce
- Care staff must be able to build positive relationships with children, young people, staff and parents. They must be able to work calmly and positively under pressure for the benefit of the household and behave in a professional manner at all times.



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Experience	Essential	Desirable
Working with young people in a professional care setting	✓	
Working with young people who display challenging behaviour	✓	
Experience of Deaf people/community	✓	
Understanding and following care plans	✓	
Working in accordance with care standards	✓	
Experience of the Care Standards Inspection Regime		✓

Knowledge	Essential	Desirable
Deaf Awareness	✓	
Knowledge of a range of strategies to effect behaviour changes in children and young people	✓	
Knowledge and experience of following safeguarding processes and procedures in line with Keeping Children Safe in Education	✓	
Equality and Diversity	✓	

Skills	Essential	Desirable
Good computer skills	✓	
To facilitate communication between Deaf and hearing people	✓	
Accurate record keeping	✓	
Good teamwork skills	✓	
Excellent time management	✓	
Reasonable standard of BSL		✓
Ability to maintain self-motivation	✓	

Qualities	Essential	Desirable
Ability to work with flexibility	✓	
Maintain and promote confidentiality	✓	
Good sense of humour	✓	
Empathetic	✓	
Able to work under pressure	✓	
Appropriate assertiveness and ability to negotiate with young people	✓	
Reliable	✓	

Qualifications	Essential	Desirable
Level 3 in Residential Childcare (or willing to start working towards as soon as possible)	✓	
GCSE English Grade 4 (C) or above	✓	
Level 3 BSL or willing to work towards	✓	

All applicants must have the physical and mental capacity to provide continuity of care at a high standard taking into account the school's obligations under the Equality Act 2010.