

Residential Support Worker

Job description, 2024

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Job description

Job title	Residential Support Worker	Team	Residential
Job band	Salary:	Reporting to	Senior Residential Support Worker
Hours	40 hours per week as per Rota 52 weeks per year including weekends and bank holidays	Line manages	N/A

Approved by: Head of Learner Services

Updated: October 2024

About St John's:

St. John's is a non-maintained specialist provision, working with autistic people, the majority of whom also have learning disabilities. Some of our learners have co-occurring conditions such as epilepsy, hearing or visual impairments, or mental health needs. We also support autistic learners who have an additional profile of Pathological Demand Avoidance (PDA) syndrome.

Each learner's curriculum is shaped by their individual strengths, interests, and challenges. St. John's is awarded with Autism Accreditation by the National Autistic Society (NAS). We support our learners to develop their skills in the NAS's four focus areas of:

- Difference in social communication and interaction
- Self-reliance and problem-solving
- Sensory
- Emotional Well-being

St. John's has an outstanding training package which ensures our learners are supported by a highly skilled staff team who respect their choices and lifestyle. We have high expectations for our learners, helping them to achieve success in their future lives.

Role purpose

Residential Support Workers work under specific supervision and guidance from The Care Management Team, Senior Residential Support Workers, and Therapy teams to support the

social and academic learning activities of learners, both in the residential houses and whilst out in community.

Our aim is to support all learners to have equal opportunities to develop their independence & social skills in preparation for adult life. Functional literacy and numeracy are essential life skills for all our learners, and we have an explicit expectation that all staff in learner facing roles will actively promote these skills.

Key accountabilities and dimensions

- Promote the rights of learners to be treated with dignity and respect in every aspect of their lives.
- Establish supportive relationships with learners and encourage the development of stable relationships.
- Promote the emotional health and self-esteem of learners and support them through changes in their living situation and personal circumstances.
- Support learners in making their own choices and decisions.
- Assist learners with self-care independence skills, such as eating; drinking; washing; using the toilet or managing incontinence; dressing and undressing; mobility and transport; getting up and going to bed; and the administration of medication.
- To protect all learners and colleagues from danger in accordance with our safeguarding policy
- To support the maintenance of an autism friendly environment
- To support and manage behaviours of concern.
- To engage with and undertake relevant training.
- Act as a key worker for learners and support the managers in keeping documents up to date (risk assessment, care files, and behaviour support plans)
- Support learners in accessing activities (including onsite and in the community)
- Participate and support learners in the practical running of the learner's accommodation. This will be done through maintaining high standards of hygiene and cleanliness, shopping, meal planning and preparation, washing up, and laundry.

Additional duties:

- Demonstrate a continual commitment to safeguarding and promoting the welfare of children and young people.
- To uphold Ambitious about Autism policies to protect and safeguard pupils in order to secure their health, safety and wellbeing.
- Demonstrate a continual commitment to the promotion of diversity initiatives and the sharing of best practice in line with Ambitious about Autisms Equality, Diversity and

Inclusion policy and procedures.

- Ensure the highest degree of confidentiality and data protection of all materials
- Demonstrate the vision and values of Ambitious about Autism in everyday work and practice, upholding the ethos of challenge and support where all pupils/learners can reach their full potential and maximise their engagement in learning.

This job description forms part of your Terms and Conditions of Employment and should be kept with a copy of your contract.

All of the above is an outline Job description and may be subject to change, according to the needs of the service, in consultation with the post holder. This job description details only the main duties & responsibilities of the post, it is not intended as an exhaustive list

Person specification

Role and band competencies	Essential
Specific knowledge, experience and technical skills	
1. Relevant experience or commitment to working with autistic people and/or people with learning disabilities	X
2. Good communication skills which allow open communication with children and young people with a range of needs	X
3. A willingness to develop an inclusive communication approach	X
4. A desire to work collaboratively with the wider team	X
5. Ability to provide a written handover of relevant information to colleagues and external agencies	X
6. Excellent problem-solving skills	X
7. Ability to change and adapt to changing priorities	X
8. Ambitious about Autism is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment	X
Personal attributes	
9. Commitment to working and supporting children and young people to become as independent as possible	X
10. Willingness to embrace, articulate, and work with St. John's objectives, visions, and values	X
11. Commitment to promoting and safeguarding the welfare of both learners and your colleagues at St. John's	X
12. Willingness to develop knowledge and understanding around behaviour and having a non-judgmental approach to Positive Behaviour Support	X
13. Commitment to learning and development	
14. Awareness of the importance of confidentiality	X
15. Good appreciation of health and safety in the workplace, data protection principles and equal opportunities.	X

Stage	Timescale
Closing date for applications	Ongoing
Candidates informed of outcome of application	Ongoing
Interviews	Ongoing through March and April 2026

How to apply

Please note that sponsorship for this role is not available at this time.

If you would like to find out more about this exciting opportunity, need any further information or wish to have an informal discussion please contact Shan Shigri, 02081429540, Sshigri@ambitiousaboutautism.org.uk

Equal opportunities monitoring

Ambitious about Autism is committed to fostering equity, diversity, and inclusion at every level of our organisation. We warmly welcome applications from all qualified candidates, valuing the diverse backgrounds, experiences, and perspectives they bring. We encourage applications from individuals regardless of race, colour, nationality, ethnic or national origins, religion or belief, sex, sexual orientation, gender identity or expression, marital or civil partnership status, pregnancy or parental status, disability, or age.

Our recruitment process promotes equal opportunities, and we are committed to providing reasonable adjustments for candidates with disabilities or additional needs throughout the recruitment process. Please contact our Recruitment Team for accommodations. We recognise disability as a physical or mental impairment that significantly and long-term affects a person's ability to perform day-to-day activities, as defined by the UK Equality Act 2010. All applications will be considered solely on merit, aligned with our mission to support autistic children and young people.

Ambitious about Autism is committed to safeguarding and promoting the welfare of children and young people and successful candidates will be subject to an Enhanced DBS check. As part of our Safer Recruitment checks, an online search may be carried out in line with Keeping Children Safe in Education.

The Safeguarding responsibilities of the post as per the job description and personal specification.

Whether the post is exempt from the rehabilitation of Offenders Act 1974 and the amendment to the Exceptions Order 1975, 2013 and 2021. This means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Further information about filtering offences can be found in the DBS Filter Guidance.

We are Ambitious about Autism

Ambitious about Autism is the national charity standing with autistic children and young people.

We believe every autistic child and young person has the right to be themselves and realise their ambitions.

We started as one school and have become a movement for change. We champion rights, campaign for change and create opportunities.

Contact us

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🌐 ambitiousaboutautism.org.uk

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Ambitious about Autism is a registered charity in England and Wales: 1063184 and a registered company: 03375255.

Ambitious about Autism Schools Trust is an exempt charity in England and Wales and a registered company: 08235297.