

Glasshouse College is part of Ruskin Mill Trust, a leading charitable organisation providing innovative and experiential education and training for young people marginalised by disadvantage, exclusion or special learning needs. Inspired by Rudolf Steiner, William Morris and John Ruskin, the college actively promotes the industrial heritage of the Black Country, craftsmanship and entrepreneurship in traditional and contemporary industry and crafts.

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**Senior Residential Support Worker**  
**Based at Glasshouse College, Stourbridge**  
**40 hours per week, 52 weeks per year**

Salary Range fte: £21,524 - £23,274 per annum (including market rate supplement) plus £78.48 sleepover This equates to approximately £3,500 additional payment when working 1 sleep-in shift per week  
Commencing salary is subject to qualifications and experience

We are looking for creative people with great character and a desire to make a positive impact on young people's lives. We invest heavily in our staff and we will provide excellent professional development opportunities.

Applications are invited to work flexibly during a 40-hour week within our Residential provision, primarily during the evenings and weekends, including sleepovers, on a rota basis.

Our students have Special Educational Needs and Disabilities, which can involve complex diagnoses. Any applicants must be prepared and able to work with challenging behaviour.

The successful applicant will:

- Supervise a team of Residential Support Workers to implement the daily operational needs of a safe residential house whilst ensuring there is a high quality of care and appropriate levels of supervision for the young people in residence.
- Input into the preparation of care plans and progress reports and the provision of formal supervision for residential support workers.
- Deputise in the absence of the Residential House Manager as and when required.
- Ideally hold an NVQ Level 3 in Care or equivalent and have experience of first line management.

Working at Glasshouse College is incredibly rewarding and in return, we offer competitive salaries, with progression in pay once qualified and a private pension scheme. In addition, staff receive;

- Staff will receive a comprehensive induction, extensive training and development plan to include Autism, Attachment, *Practical Skills Therapeutic Education* (PSTE), MAPA (Physical Intervention) training and much more.
- 33-38 days annual leave (including bank holidays) increasing with your length of service with us.
- Applicants who apply for this role directly through the website will receive a Welcome Bonus of £1500 (subject to Tax/NI) after successful completion of their 6 month probation period. This welcome bonus is not payable to people introduced through agencies.

**From 11 November 2021, it is a mandatory requirement that anyone who works inside a Care Quality Commission (CQC) registered care home in England must be fully vaccinated against coronavirus (COVID-19), unless they are exempt under the regulations. Therefore this role is only available for those who are fully vaccinated against Covid-10 or those who are exempt.**

The post is subject to satisfactory references, an enhanced Disclosure and Barring Service (DBS) check for both adults and children, medical check, evidence of qualifications, and verification of the right to work in the UK. Ruskin Mill Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

**CLOSING DATE: Midday, Monday 24th January 2022**

For further information and to apply, visit <https://www.rmt.org/jobs> or contact the HR Team at [recruitment@ghc.rmt.org](mailto:recruitment@ghc.rmt.org)