

JOB ADVERT

Role details:

- **Residential Child Care Worker**
- **Salary: Pay Scale 5-6, Spine Points 9-17. Actual Salary Range: £25,733-£29,290 PA. Annual Salary Range: £27,254-£31,022 PA. Plus NJC Sleeping In Duty Payments (£43.12 per duty)**
- **Location: Ramsden Hall Academy, Ramsden Heath, Billericay, Essex, CM11 1HN**
- **Hours: 40.75 hours per working week, term time + inset days. Working 39 weeks per year.**

The Role

Do you have experience supporting children with social, emotional and mental health needs who may sometimes display challenging behaviours? Are you confident working in a residential setting, providing structure, care and guidance to young people? Are you passionate to learn? If so, we have an exciting opportunity for you.

No experience in a residential setting? No problem. If you have experience working with children or providing care for others—and a genuine passion for making a difference—we'd love to hear from you.

We are looking for a dedicated Residential Child Care Worker to join our team at Ramsden Hall Academy – a residential special school for boys aged 10 to 16 with Social, Emotional and Mental Health (SEMH) needs.

Working as part of a supportive residential care team, you will provide structured and engaging care to pupils from the end of the school day until they return to school the next morning.

Key aspects of the role include:

- Supporting students after school, during evenings and overnight, helping them prepare for the following school day.
- Preparing and sharing healthy meals and snacks, and encouraging good hygiene routines.
- Participating in and encouraging recreational and physical activities such as games, sports, walks, beach visits, cinema trips, quizzes, and more.
- Promoting and supporting learning through homework, conversations, and structured activities.
- Supporting positive bedtime routines and maintaining a calm evening environment.
- Helping pupils prepare for their day in the morning, including breakfast and school readiness.
- Attending residential trips and undertaking driving duties as required.

This is a term-time only role, plus inset days, working 39 weeks a year, Hours of work are 40.75 per week on a set rota system, issued half-termly. Shifts include one day shift (7:30am–3:30pm) generally on a Friday and four evening shifts (2:30pm–10:45pm) per week. Sleep-in duties are required and paid at £43.12 per night. **No weekend shifts, public holiday or school holiday shifts are required.**

If you're ready to make a lasting impact on the lives of vulnerable young people, we'd love to hear from you. Apply today and help shape a brighter future.

Key Responsibilities:

- To be actively involved in the school's recreational and social programme and engage individuals and groups of pupils in constructive, enterprising and socially extending range of leisure pursuits.
- To participate in the general supervision of pupils, ensure that they adhere to acceptable standards of behaviour, personal hygiene, tidiness and dress.
- To participate in the implementation of an agreed pattern of sensitive, effective care and control, to provide the children with a secure, safe and stimulating environment conducive to physical, emotional, educational and social development, so that pupils enjoy a calm and relaxed group living experience.

- To be responsible for the safety of children by exercising adequate control and supervision, particularly in relation to lunch and break-times and during the daytime as required.
- To respond appropriately to the material, physical and emotional needs of pupils.
- To be responsible for a group of students in a “key worker” capacity ensuring all relevant information is updated and correct.
- To supervise pupils during the late afternoon and evening, plus if required at lunch and at break-times during the school day.
- To attend, as required, meetings about individual pupils and/or matters affecting the general running of the school.
- To undertake such sleeping-in duties as may be determined by the needs of the school.

The Organisation

Ramsden Hall Academy is a Residential Special School for boys aged 10 to 16 who have an Education, Health and care Plan (EHCP) for Social, Emotional and Mental Health (SEMH). We are part of the Parallel Learning Trust (PLT) a Multi Academy Trust with schools in London, Medway and Southend.

We admit up to 100 boys from across the whole county, with transport provided by Essex LA. Every student has an EHCP, and have a variety of social and emotional needs. As a result, we group our pupils according to need and learning styles in all areas.

As the duties of this post involves regular contact with children, any offer to the successful candidate will be conditional upon an Enhanced Disclosure being obtained via the Disclosure and Barring Service, medical clearance and satisfactory references. We will also carry out an online search on shortlisted candidates to help identify any incidents or issues that are publicly available online.

The Person

- Experience in working with/caring for children and young people.
- Experience in working with/caring for people with special needs is preferable.
- Experience of working in a residential setting is preferable.
- No experience in a residential setting? No problem. If you have experience working with children or providing care for others—and a genuine passion for making a difference—we’d love to hear from you.
- Good knowledge of First Aid and a willingness to learn how to administer medication.
- A relevant qualification, such as an NVQ Level 3 in Childcare (or equivalent), is desirable. Alternatively, you must be willing to complete the mandatory Level 3 Residential Childcare qualification following a successful probationary period. This qualification will be fully funded by the employer after probation.
- Current clean car driving license and driving qualification (mini bus) is desirable or willingness to undertake.
- Good understanding and effective implementation of child protection procedures and behaviour management policies.
- Ability to write detailed reports, letters etc.
- Understand and support the differences in children and adults and respond appropriately.
- Good understanding of child development. Ability to assess progress and performance and recommend appropriate ways to support development.

We will offer you:

At Ramsden Hall Academy, we’re proud to provide a supportive and rewarding working environment. As part of our team, you’ll benefit from:

- A welcoming and collaborative atmosphere where your contributions are valued
- Automatic enrolment into the Local Government Pension Scheme
- Continuous Professional Development (CPD) opportunities to help you grow
- Access to the Blue Light Card scheme — offering over 15,000 discounts online and in-store for those in the NHS, emergency services, social care, armed forces, and education sectors
- Free onsite car and bicycle parking
- Access to our Employee Assistance Programme for wellbeing and support
- Excellent on-site facilities, including catering services when operational
- A chance to work in a Residential Academy dedicated to nurturing every pupil’s potential

Potential candidates are invited to contact us for an informal conversation, please contact Jane Quilter-HR Operations Manager on telephone: 01277 624580 or email: jquilter@ramsdenhall.org.uk We reserve the right to call applicants to interview and appoint, prior to the closing date.

To apply please complete the application form, which can be found on our website, or follow this link: <https://ramsdenhall.org.uk/careers/vacancies> This form must be fully completed and submitted to jquilter@ramsdenhall.org.uk (unaccompanied CVs or third party application forms will not be accepted).

Ramsden Hall Academy (RHA) is part of the Parallel Learning Trust (PLT), a Multi Academy Trust based in Carshalton and is committed to safeguarding and promoting the welfare of all pupils attending the Academy. As the duties of this post involves regular contact with children, any offer to the successful candidate will be conditional upon an Enhanced Disclosure being obtained via the Disclosure and Barring Service, medical clearance and satisfactory references. We will also carry out online searches on shortlisted candidates to help identify any incidents or issues that are publicly available online.

PLT is a Multi Academy Trust and Approved DfE Academy Sponsor; a forward thinking and innovative primary, special and alternative provision provider. PLT is committed to Safer Recruitment and aims for quality services and equal opportunities.

Closing date for applications is 23 March 2026.