

## **High Needs Support Worker (Communication Pathway)**

**Responsible to:** Pastoral and Welfare Officer

**Responsible for:** Students with complex SEND needs

**Hours:** 37.5 hours per week (Term Time Only – 39 weeks)

**Salary:** ES Grade 3: SCP 28, £26,522.79 (Term Time)

**Location:** Communication Pathway, Camphill Wakefield

### **Job Purpose**

The High Needs Support Worker is a specialist role dedicated to supporting learners with the most complex communication, sensory, emotional regulation, and behavioural needs. Students in this pathway may have significant communication differences, high sensory arousal, and behaviours that challenge.

You will deliver high-quality, person-centred support using therapeutic, structured, and trauma-informed approaches. The focus is on regulation, communication development, physical and emotional wellbeing, and progress toward Preparing for Adulthood outcomes. This role requires advanced attunement, consistency, resilience, and the ability to respond safely during periods of high dysregulation.

### **Key Responsibilities**

#### **1. Communication & Regulation Support**

- Implement personalised communication systems (AAC, visuals, objects of reference, iPad typing).
- Follow all PBS Plans, risk assessments, sensory profiles, and therapy guidance with precision.
- Provide safe co-regulation and trauma-informed support during distress.
- Identify early indicators of dysregulation and apply proactive sensory strategies.
- Maintain low-arousal, structured environments.

#### **2. Behaviour Support & Safety**

- Apply Positive Behaviour Support principles to maintain safety and predictability.
- Use dynamic risk assessment in real time.
- De-escalate using silence, space, reduced language, and sensory strategies.
- Support evacuation of other students during high-risk episodes.
- Use physical intervention only as a last resort and in line with training and policy.

#### **3. Personal Care & Health Support**

- Provide respectful, dignified personal care.
- Support safe eating and drinking following dysphagia or feeding plans.
- Assist with mobility, hoists, transfers, and equipment.
- Administer medication safely and accurately.

#### 4. Learning & Curriculum Engagement

- Support students to access personalised learning tasks across on-site, outdoor, and community settings.
- Promote communication, independence, daily living skills, and real-life learning.
- Adapt tasks and environments to meet complex sensory and communication needs.
- Record progress, engagement, and wellbeing using agreed systems.

#### 5. Collaborative Working

- Work closely with SALT, OT, Psychology, PWOs, tutors..
- Attend meetings relating to behaviour, safeguarding, and support planning.
- Report concerns promptly through safeguarding procedures.

#### 6. Professional Conduct

- Adhere to all safeguarding, SEND, health & safety, and PBS policies.
- Engage in CPD, supervision, and reflective practice.
- Represent organisational values of dignity, respect, safety, and person-centred practice.

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### General

This job description outlines core duties but is not exhaustive. Responsibilities may evolve as student needs or organisational requirements change. All staff must uphold Camphill Wakefield's commitment to safeguarding and high-quality SEND provision.

This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post. It may be subject to modification and amendment from time to time and the post holder may be required to undertake additional duties as required.

**Line Manager Signature:** ..... **Date:** .....

**Employee Signature:** ..... **Date:** .....

## Person Specification – High Needs Support Worker

Requirement	Essential or Desirable?	How Assessed?
<b>Knowledge&amp; Understanding:</b> Understanding of complex SEND needs, including autism, learning disabilities, physical disabilities, sensory needs, and communication differences  Experience of working in a similar role.  Knowledge of OFSTED.  Knowledge of SEND code of practice.  Experience working with Microsoft Word and Excel.  A current, clean driving licence	Essential   Essential Desirable  Essential  Essential  Desirable	Application/ Verification   Application & Interview Interview  Interview  Interview  Application
<b>Skills &amp;Abilities:</b> Ability to support individuals with personal care needs.  Excellent interpersonal skills.  Excellent communication skills.  Good numeracy & literacy skills.  Good planning skills.  Good organisational skills.  Good IT skills.  Ability to priorities workload and meet strict deadlines.  Ability to work independently and as part of a team.	Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential	Interview  Interview  Interview  Interview  Interview  Interview  Interview  Interview & Application Interview  Interview

<b>Personal Attributes:</b>		
Self-motivated.	Essential	Interview
Creative and innovative.	Desirable	Interview
Commitment to personal development.	Essential	Interview
Flexible in approach.	Essential	Interview
Reliable.	Essential	Interview/references
honest.	Essential	Interview/references