

JOB SPECIFICATION

Job Title: Residential Support Worker – Waking Night (52 Week)

Establishment: The Cambian Group

Responsible to: House Manager/Registered Manager

Working Hours: 2135 – 0715 (shifts)

Days: Thursday, Friday, Saturday, Sunday

Brief Description of job:

Waking Night Residential Support Workers work with our children and young people and contribute to and promote a happy and caring environment that puts the health, safety and welfare of our young people first. Waking night staff work with the house managers in order to provide appropriate physical and emotional support to children/young people living in the residential houses during the overnight period. Waking Night staff contribute to the nighttime and bed time routines of our young people, encouraging and promoting health and wellbeing, promoting healthy sleep routines for the children and young people, and understanding and promoting an environment where safeguarding children from harm is at the forefront of all practice.

Important qualities of this role include:

- An understanding of what 'good care' looks like
- Being an excellent role model
- Conducting all practice in a professional manner
- Have an understanding of safeguarding and how to keep children safe from abuse and harm
- Understanding, promoting and supporting healthy sleep routines
- The ability to manage and understand challenging behaviours
- Working with the children to maintain boundaries and consistency.
- Flexibility in working patterns.
- Compassion, patience and resilience
- Understanding the importance of staying awake on shift to keep the children safe from harm.

JOB DESCRIPTION

1. To work within the residential setting overnight at Brook View School with vulnerable children and young people
2. To support with nighttime and bedtime routines for the children and young people and provide structure, consistency and high quality care overnight.
3. To manage, support and challenge difficult and challenging behaviours displayed by our children and young people.
4. To understand the need for, and the importance of promoting healthy sleep patterns and routines.
5. To actively promote and understand a culture of robust safeguarding where children are protected from harm and abuse.
6. To maintain clean, tidy, welcoming houses for the children and young people.
7. To maintain and keep accurate, legible, up to date records for all children and young people including night logs, hand over sessions, and cleaning logs
8. To attend and participate in daily hand over meetings with day staff
9. Attend work reliably and punctually and to follow a work pattern as required, which may include working a shift pattern and Bank Holidays and be prepared to work overtime if the need arises.

10. To attend all training as required and be prepared to achieve qualifications appropriate to the role at any particular time as specified by the company.
11. Do everything possible to safeguard our young peoples from any form of abuse from staff, visitors or each other and ensure staff follow the company policy/procedure. A strong understanding of safeguarding, child protection, systems, and processes surrounding reporting safeguarding concerns is required.
12. To promote equality and diversity, acknowledging young people's differences and personal choices and uphold the rights of young people and staff and to challenge any discriminatory practice.
13. To build and maintain professional relationships with the young people and staff at the establishment and any other company personnel.
14. Working within and in accordance with the policies and procedures of Cambian.
15. To promote and support independence of the children and young people in the residential setting.
16. To provide a homely, clean, and wellmaintained living environment in the residential accommodation.
17. To ensure that the medical needs of the young people are met – providing first aid and emergency medical appointments if required
18. Support the young people's emotional and physical wellbeing by supporting, encouraging and supporting bedtime and healthy sleep routines
19. To drive company vehicle and transport young people to any emergency medical appointments that may happen
20. To stay awake and alert whilst on duty ensuring the children and young people are safe from harm.

Health & Safety

29. You have a duty (under Health & Safety Legislation) to take reasonable care for the health and safety of yourself and of others. This means having an understanding of hazards in the workplace, comply with safety rules and procedures and ensure that anything you do/or don't do puts yourself or others at risk. This includes contributing to a safe and secure environment for children in our care.

PERSON SPECIFICATION

Knowledge

1. Good knowledge of Autistic Spectrum Disorder
2. Good knowledge of positive approaches to working with challenging behaviours associated with learning difficulties and autistic spectrum disorders.
3. Knowledge of equality and diversity
4. Knowledge of Safeguarding and child protection.

Skills and abilities

5. Ability to follow a work pattern and attend work punctually and reliably, including night shifts, weekends and bank holidays (this may require earlier start times if the service requires this)
6. Ability to identify own training needs and participate in training and development to enable you to carry out your job to the required standard and maintain continuous personal development.
7. Ability to read and understand written work of a professional nature and to write clear and accurate reports and plans
8. Ability to form positive, appropriate relationships with young people based on trust and mutual respect.
9. Ability to use ICT effectively and confidently.

Qualifications

10. Desirable - Diploma in Level 3 in Residential Childcare of equivalent – this will be provided as part of the role beginning 6 months into continual employment after passing a 6 month probationary period.
11. Desirable – Full British Driving License

Experience

12. Desirable – 1 years’ proven experience of working effectively with young people with learning disabilities and/or special needs.
13. Desirable - Experience of undertaking a night role with supervisory responsibilities of children or young people.
14. Desirable - Proven experience of working with challenging behaviours – verbal and physical.
15. Desirable – Ability to use I.T effectively and confidently.