



KINGDOM CARE  
Safer Futures for Children and Young People

|                              |                                                                                                                                                                                                                                                          |
|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Job title</b>             | Waking Night Children's Residential Care Worker                                                                                                                                                                                                          |
| <b>Responsible to</b>        | Registered care manager                                                                                                                                                                                                                                  |
| <b>Responsible for</b>       | Care of the young people and staff support                                                                                                                                                                                                               |
| <b>Key internal contacts</b> | Other staff within the care team, managers and RI                                                                                                                                                                                                        |
| <b>Key external contacts</b> | Family members,<br>School/ education providers<br>Placing authorities and service providers<br>Other professionals (nurse, advocate, CAFCASS, IRO)<br>Regulatory bodies (eg Ofsted)<br>Local services – statutory, voluntary and community<br>neighbours |

### **Job description**

- To provide advice, assistance and support to young people during the night time period
- To act as an appropriate role model and to work closely with the young people to enable them to address their difficulties and achieve their potential
- To raise any concerns with the Registered Manager/ other senior staff as appropriate (including anything relating to safeguarding or health & safety related)
- To ensure all relevant allocated tasks are completed
- To lone work for the majority of your shift (with sleep-in person on site for emergencies)

### **KEY TASK AREAS AND RESPONSIBILITIES**

#### **Young People**

- To maintain a high quality of care and support which meets the physical, emotional, intellectual, social and cultural needs of children and young people within the care of Kingdom Care Children's Home, in line with current regulations and legislations
- To provide a caring, supportive and nurturing environment in which children/young people can feel secure and free from harm
- To establish positive relationships with young people and always offering them unconditional and positive regard
- To ensure that each young person's care plan is followed and amended as appropriate to reflect their changing needs
- To attend to practical matters in relation to childcare (cooking, cleaning, general maintenance around the home etc)
- To establish relationships which young people perceive to be positive, warm and rewarding
- To provide emotional and practical support at times of difficulty or stress
- To liaise with external professionals (eg police) during missing episodes and be able to make arrangements to collect young people at any time during the shift
- To ensure that all administrative duties are maintained (eg log book, incident forms, missing forms, significant conversations etc)

- Encouraging the young person to develop links with the community, attend off-site activities and expand their personal social network away from the home

### **Staff**

- Being aware of the aims and objectives of the home and working collaboratively with colleagues to achieve them
- Attending team/ staff meetings and training sessions (where possible), and make a positive contribution to them
- Actively contribute to the development of the team
- Being able to communicate effectively with colleagues and other professionals in both written and in verbal form
- Being aware of plans, guidelines and risk assessments for all young people in placement and providing support for colleagues by maintaining consistency in the execution of those plans
- Providing informal practical and emotional support to colleagues experiencing difficulties
- Attending and contributing to regular supervision sessions in line with Kingdom Care Children Home's policies and procedures
- Monitoring the conduct of colleagues and referring on any causes for concern (whistleblowing)
- Being familiar with all policies and procedures, adhering to them and ensuring your colleagues do so too

### **Quality**

- To ensure that appropriate standards are maintained, especially in relation to care, educational and clinical programmes (service dependent) for the young people in their care, in accordance with company policies

#### **Specific areas include:**

- The statement of purpose
- Safeguarding
- Health & safety – environmental health, food, fire, risk assessments
- Complaints and representation
- SCIFF
- Children's Home Quality Standards 2015
- Equality & diversity

### **General**

- Driving company vehicles (current driving licence holders subject to procedures)
- Receiving training appropriate to the role and maintaining an up-to-date training profile
- Responsibility for the accurate maintenance of financial records appropriate to the duties of the post
- Responsibility for the health, safety and welfare of self and colleagues in accordance with the requirements of the organisational health and safety policies

- Flexibility of shift patterns to ensure the correct support is available for the home and young people (to include shifts; evenings, weekend and bank holiday working and sleep in shifts) and to be able to cover for colleagues

### Person specification

| Experience                                                                                                  | Essential | Desirable |
|-------------------------------------------------------------------------------------------------------------|-----------|-----------|
| At least 1 years experience of working in a care setting or with young people in any other relevant setting |           | Yes       |
| Experience of lone working (preferable in a care setting)                                                   | Yes       |           |
| Experience working with individuals who have behaviours that challenge                                      | Yes       |           |
| Level 3 Diploma in Residential Childcare (England) or willingness to achieve this                           |           | Yes       |
| Skills, Knowledge and Aptitudes                                                                             | Essential | Desirable |
| Ability to work independently and as part of a team                                                         | Yes       |           |
| Committed to anti-discriminatory practice                                                                   | Yes       |           |
| Ability to learn and adapt to difficult and emotive situations                                              | Yes       |           |
| Ability to build professional relationships with young people                                               | Yes       |           |
| Effective communication skills, verbal and written                                                          | Yes       |           |
| Good IT skills                                                                                              | Yes       |           |
| Good organisational and time management skills                                                              | Yes       |           |
| Ability to follow safeguarding procedures                                                                   | Yes       |           |
| Good role model for the young people                                                                        | Yes       |           |
| Qualifications and Training                                                                                 | Essential | Desirable |
| Willingness to work towards further qualifications as required                                              | Yes       |           |
| Undertake relevant group induction training on commencement                                                 | Yes       |           |
| Attend monthly training sessions & team meetings                                                            | Yes       |           |
| Other                                                                                                       | Essential | Desirable |
| Commitment to the values of the organisation                                                                | Yes       |           |
| Driving licence                                                                                             |           | Yes       |