

**Title of Role**

Waking Night Worker (Care team)

**Salary**

£27,047 gross pa

**Working pattern**

Monday/Tuesday	10.15pm – 8.45am	10.5 hours
Tuesday/Wednesday	10.15pm – 8.45am	10.5 hours
Wednesday/Thursday	10.15pm – 8.45am	10.5 hours
Thursday/Friday	10.15pm – 8.45am	10.5 hours

This role is term Time Only 38 weeks per academic year.

**Line Management**

Supervised by: Head of House

Responsible to: Residence Lead

**Key relationships:**

- Residential Staff Team
- Health Lead
- Housekeeping Team

**Key Purpose:**

To work with the residential staff team to create an environment where children and young people are healthy, happy, safe and achieve the best possible outcomes on their journey to adulthood.

To work with the Residence Lead and the wider staff team to meet and exceed national Minimum Standards for children and young people in residential special schools.

**Main Duties and Responsibilities**

- To work with colleagues in providing for the health, care and welfare of each young person in residence.
- To make hourly checks on children and young people through the night to ensure that they feel safe and are comfortable
- To participate in handover and group supervision meetings with Residence Lead, Head of House and Evening Care Workers at 10.15pm
- To work alongside sleep-in care workers to wake children and young people at the appropriate time, help them prepare breakfast and leave for school or college on time and ready for the day ahead

- To complete waking night duties through the night including administration tasks requested by the Residence Lead, laundry and health & safety checks
- To complete monthly audits of medication and first aid supplies
- To administer medicines to children and young people (after completing appropriate training and assessment)
- To work with colleagues to provide personal and intimate care as and when needed
- To follow school safeguarding policies and procedures and work with the Residence Lead to maintain and enhance the standards of care and support for children and young people in residence.
- To become familiar with each child's Individual Health Care Plan, Individual Risk Assessment and Placement and Care Plan and embed them in everyday practice
- To share relevant information with colleagues in school to ensure children and young people receive holistic and timely care and support
- To promote self-esteem and a positive sense of identity for all children and young people, respecting their preferences and outlooks in line with Equality and Diversity
- To work with the Residence Lead and fellow co-workers to maintain discipline and a zero tolerance of bullying and harassment approach
- To undertake training and attend meetings as and when necessary

#### **Additional Aspects of the Role**

- Residential care staff must value British Sign Language and English (written and spoken) equally, be committed to good working by Deaf/hearing teams and understand the importance of effective communication within the staff team
- Care staff must be prepared to keep up with policy and practice, and best practice for working in the children's workforce
- Care staff must be able to build positive relationships with children, young people, staff and parents. They must be able to work calmly and positively under pressure for the benefit of the household and behave in a professional manner at all times.

Experience	Essential	Desirable
Working with young people in a professional care setting	✓	
Working with young people who display challenging behaviour	✓	
Understanding and following care plans	✓	
Working in accordance with care standards	✓	
Experience of the Care Standards Inspection Regime		✓

Knowledge	Essential	Desirable
Deaf Awareness	✓	
Knowledge and experience of following safeguarding processes and procedures in line with Keeping Children Safe in Education	✓	
Equality and Diversity in practice	✓	

Skills	Essential	Desirable
Good computer literacy skills	✓	
To facilitate communication between Deaf and hearing people	✓	
Accurate record keeping	✓	
Constructive teamwork skills	✓	
Excellent time management	✓	
Fluent British Sign Language user		✓
Ability to maintain self-motivation and remain calm when working under pressure	✓	

Qualities	Essential	Desirable
Ability to work with flexibility	✓	
Pro-active in maintaining confidentiality and the dignity of each child and young person	✓	
Able to work with a good sense of humour	✓	
Empathetic	✓	
Able to work under pressure	✓	
Appropriate assertiveness and ability to negotiate with young people	✓	
Able to provide continuity of support for children and young people	✓	

Qualifications	Essential	Desirable
Level 3 in Residential Childcare (or willing to start working towards as soon as possible)	✓	
GCSE English Grade 4 (C) or above	✓	
Level 3 BSL or willing to work towards as soon as possible upon appointment	✓	

All applicants must have the physical and mental capacity to provide continuity of care at a high standard taking into account the school's obligations under the Equality Act 2010.