

## JOB DESCRIPTION

JOB TITLE:	Night Residential Support Worker
DEPARTMENT:	Care and Therapy
RESPONSIBLE TO:	Senior Residential Support Worker
SALARY/ GRADE:	£17,121 - £20,026 (Grade 4 – 5) (Dependent on qualifications and experience)
HOURS:	40 Hours per week (flexible rota inc weekends & bank holidays)/ 52 Weeks per year
	This vacancy is subject to a 'Golden Hello'. The successful applicant will receive a one-off payment equivalent to one month's basic salary on completion of a six-month probationary period.

### VISION AND VALUES

The post holder will be expected to support, embrace, articulate and work with Sunfield's vision, values and purpose which is drawn from a long history of appreciation and integration of Rudolf Steiner's insights into human development. This is then braided with a practical, purposeful and therapeutic education and a homely and nurturing living environment that supports the physical, emotional and spiritual development of each child and young person who attends Sunfield. In addition Sunfield supports families and carers, and looks to advance the public understanding through education and research.

The post holder is expected to treat each person, student and staff, with dignity and respect, ensuring high aspirations are met, and contribute to shaping the learning community of the School and home as part of Ruskin Mill Trust, always remembering that our core purpose is to improve the education and lives of our students and adults.

### LIASON

To liaise with all staff employed by the Sunfield, Ruskin Mill Trust, professional bodies, external consultants, and any outside bodies as and when required.

### JOB PURPOSE

- To provide a 'waking' care service for young adults with severe and complex needs, across a range of specific house groups. The primary responsibility is to ensure children and young people's welfare is effectively promoted and safeguarded, whilst respecting their privacy/ dignity and encouraging independence.
- To provide a nurturing, tidy, safe, warm and beautiful home environment which does not feel institutionalised. Creating a home that anyone would want to live in but yet still meets the sensory needs of each young person.

- To provide appropriate rhythms and routines which support the healthy development of each student.
- To work to a planned rota which can include, weekends and sleep-in duties as agreed with the Residential Home Manager.

#### • STATEMENT OF RESPONSIBILITIES

- To provide waking duty cover in homes as required.
- To prepare for the work by familiarisation with background information, Young Adults risk assessments and duties to be undertaken.
- To support, supervise and monitor young adults in line with their individual night care plan and cultural needs.
- To participate in planning effective night time routines.
- To assist young adults who need help in personal care, this may include supporting students who are incontinent.
- To supervise and support Young Adults in their residential setting with a range of domestic activities e.g. cooking, shopping, cleaning, laundry.
- To act in emergency or urgent situations to support children and young people with specific medical needs i.e. epilepsy, asthma etc. which may include administering and recording of medication/ inhalers in accordance with published guidelines, training and Sunfield policies and procedures.
- Contribute to the monitoring, recording and reporting on the students learning, progress, general well-being and any behavioural incidents.
- Participate in effective handovers between Day Care Staff at the beginning and the end of the shift and as otherwise required. As part of the handover process NCSW take responsibility for the home 'duty keys' which includes keys for the medicine cabinet and its contents. Staff are expected to ensure that these keys are kept secure overnight.
- Support young adults who are temporarily accommodated away from Sunfield's main site i.e. a young adult staying overnight at a local hospital or who is taken ill and requires emergency treatment off site, during the night.
- To liaise and work with students, their families, team members and partner organisations to ensure that support is tailored to meet their individual needs and wishes.
- To be familiar with and work within the organisation and Sunfield's values, policies and procedures, maintaining and completing accurate and up to date records and reports in line with Children's Home Regulations and Care Standards including night logs, incident/ accident records, house log etc.
- Liaise effectively with the on-call manager, reporting any concerns about a young adult's welfare, health or behaviour.
- Have working knowledge of health, hygiene and safety regulations.
- As per Care Standards participate and practice night time fire drills.
- To be able to account for expenditure to Sunfield whilst working as a Residential Support Worker.
- To attend and fully participate in team meetings, supervisions, appraisals and training as requested and required by your manager and the management of Sunfield to ensure that young adults changing needs are met.
- To be able to reflect on own working practice recognising the importance of providing a role model; making use of supervision, briefing and debriefing sessions.
- To communicate relevant observations effectively to those working closely with the Young Adult (Senior Residential Support Worker and Residential Manager).

- To deal with conflicts that may arise in the residential households, by encouraging open discussion, supporting the expression of feelings, and thereby promote the resolution of any disagreements.

## SAFEGUARDING

- Ensure all staff are issued with 'Part One: Safeguarding Information for All Staff, Keeping Children Safe in Education (September 2018)' and '*What to do if you are worried a child is being abused—advice for practitioners*' on appointment and annually.
- Read, understand and adhere to the Sunfield safeguarding policy and procedures.
- Staff to be made aware of what action to take if they have a concern about the conduct of a colleague, the home manager or any member of staff employed at Sunfield and how to report these in accordance with the Sunfield policy and procedures.
- Operate safer recruitment principles, including ongoing vigilance.
- Ensure all staff are aware of the NSPCC Whistleblowing Helpline.

## OTHER PROFESSIONAL REQUIREMENTS

- To share the Trust's commitment for promoting and safeguarding the welfare of Young Adults.
- To be responsible for promoting and safeguarding the welfare of children and vulnerable young adults that you come into contact with.
- To work co-operatively with other staff within Sunfield.
- To maintain exemplary standards of professionalism, honesty and respect at all times, and not abuse the privilege of access to confidential information.
- To be responsible for the care and development for your working area.
- To work with the young people within Sunfield as and when required.
- To maintain a 'duty of candour' and to be open and honest at all times, ensuring that concerns are raised promptly through the appropriate management routes.
- To be responsible for the care and development for your working area.
- To attend meetings and supervision as required.
- To undertake training and development as required by Sunfield and the HEaRT Team. To be committed to professional self-development, through participation in-service training as necessary for the successful carrying out the role.
- To undertake work related continued professional development (CPD) as required by the post.
- May, from time to time be required to work additional hours as shall be reasonably necessary to discharge properly your duties and responsibilities outlined in this job description.
- To undertake any other duties appropriate to this level of post which will evolve as the job progresses until the job description is reviewed.
- **Safe Working Practices for Adults working with Children** - It is the responsibility of each employee to carry out their duties in line with Sunfield Children's Home ethos and culture of safe working practices for Adults working with children and young people and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for. To comply with all the policies and procedures of the School including the Sunfield Safeguarding (Child Protection) Policy and Procedure.
- **Freedom of Information Act and Data Protection Act** - The post holder is required to comply with the above legislation and maintain awareness of the school's policies and procedures relating to the Freedom of Information and Data Protection Acts. Attention is specifically drawn to the need for confidentiality in handling personal data and the implications of unauthorised disclosure.

- **Equality and Diversity** - The post holder will be required to comply with and maintain awareness of Sunfield Children's Home policies relating to Equality and Diversity.
- **Health and Safety** - The post holder must at all times carry out his/ her responsibilities with due regard to Sunfield Children's Home policy, organisation and arrangements for Health and Safety at Work.
- **Flexibility** - All staff will be expected to accept reasonable flexibility in working arrangements and the allocation of duties to reflect the changing roles and responsibilities of Education and Children's Services. Any changes arising will take account of salary and status. They will also be subject to discussion with individuals or sections affected and with appropriate Trades Unions.

This job description sets out the duties and responsibilities of the post at the time it was drawn up. Sunfield is continually striving to improve their provision, therefore duties may vary with time, but will always be of a level commensurate with salary.

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Where the post holder is disabled or becomes disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job. If, however, a certain task proves to be unachievable job redesign will be given full consideration.

# PERSON SPECIFICATION

## Night Care Support Worker

ESSENTIAL	DESIRABLE
<b>Qualifications</b>	
<ul style="list-style-type: none"> <li>Recognised Level 3 Diploma Adults Workforce – Social Care Pathway or desire to work towards within two years of appointment.</li> <li>GCSE or equivalent English and Mathematics at Grade C or above.</li> <li>Full, clean driving licence.</li> <li>Evidence of commitment to own continuous professional.</li> </ul>	<ul style="list-style-type: none"> <li>Health and Social Care</li> <li>Evidence of recent safeguarding training.</li> </ul>
<b>Experience/ Knowledge</b>	
<ul style="list-style-type: none"> <li>Demonstrates a positive interest and approach in working with Young Adults with learning disabilities and complex needs.</li> <li>Significant experience of working with young people with challenging behaviours</li> <li>Commitment to creating an environment which respects a person's independence and encourages their individuality.</li> <li>Ability to carry out domestic duties as required.</li> <li>Demonstrate the knowledge and ability to promote the dignity and individuality of our young people and encourage self-independence and choice.</li> <li>Demonstrate the ability to maintain confidentiality at all times.</li> <li>Evidence that training and knowledge can be applied in practice.</li> <li>Be able to physically engage with CALM physical intervention and restraint</li> </ul>	<ul style="list-style-type: none"> <li>To have the potential to understand: care planning, behaviour development plans and duties within the key working role.</li> <li>To have the knowledge or potential to understand the concept of group living and help to develop this amongst the group.</li> </ul>
<b>Skills and Abilities</b>	
<ul style="list-style-type: none"> <li>Ability to demonstrate a high level of maturity and sensitivity when working with children and young people.</li> <li>Ability to establish and maintain good professional relationships with students, parents/ carers and colleagues.</li> <li>Communicate effectively to a wide range of different audiences (verbal, written, using ICT as appropriate).</li> <li>Ability to undertake a full range of care duties in a sensitive manner (including personal/ intimate care, and supporting a range of leisure activities i.e. long walks, swimming (our children are active and need supporting through their activities).</li> </ul>	

<ul style="list-style-type: none"> <li>• Deal successfully with situations that may include tackling difficult situations and conflict resolution.</li> <li>• To have a good working knowledge of recording and reporting of children and young people.</li> <li>• To have the potential to share in the task of promoting and providing a quality service. To have a commitment to equal opportunities and anti-discriminatory practice.</li> </ul>	
<b>Other</b>	
<ul style="list-style-type: none"> <li>• Willingness to work according to a flexible rota including weekends and bank holidays within Sunfield's 24/ 7 services.</li> <li>•</li> </ul>	