

## JOB DESCRIPTION

**Job Title:** Waking Night Support Worker

**Directorate & Section/Unit:** Families and Communities Section/Unit Through Care Service

**Reporting to:** Outreach Team Manager

**Responsible for:** N/A

**Salary Grade:** Scale 2 SCP 3-4

### Our People Values:

Our Vision, Mission, and Values define our reason for being. They are indicators of our direction of travel, to guide services and colleagues.

- **Children at our Heart** - We will keep children and young people at the heart of everything we do
- **Value Family Life** - We will support and empower parents to care for their own children well
- **Good Education for All** - We will value education as the best start in life for all children and young people
- **Protection from Harm** - We will act in a professional and timely way to protect children from harm
- **Embrace Diversity** – A progressive culture of championing equality, diversity, and inclusion

### Purpose of job: The Waking Night Worker will:

- Support young people who are Looked After and require outreach services in a placement that will support up to 8 UASC (unaccompanied Asylum-Seeking Children), supporting them when required during the night
- To provide support in emergency and crisis situations when an if they are required
- Completing safe and well check at the beginning and end of the shift

### Main Activities & Responsibilities:

- To provide support to those providing care or accommodation.
- To support placement stability and prevent placement breakdown
- Forming relationships with young people, which will facilitate the care, support and assessment process, encouraging them to participate fully in opportunities to enable their development.
- Liaising with placements, relatives, other significant people and outside agencies
- Keeping abreast of developments in theory and practice in relation to social care and related areas
- Being familiar with Departmental policies and procedures.
- Being fully aware of racial, cultural and religious issues and anti-oppressive practice.
- Ensure that service users are as fully involved as possible in decisions which affect them individually.
- Actively promoting the role of the service.
- Maintain confidentiality

## **Generic Accountabilities:**

- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training
- To undertake other such duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job
- To undertake health and safety duties commensurate with the job and/or as detailed in the Directorate's Health and Safety Policy
- To ensure premises are locked and secure when leaving
- Contact EDT for extra support when required
- The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council's Equality and Diversity Policy
- Working with some vulnerable children, young people can, at times, be emotionally challenging for which appropriate support will be provided through management supervision. The post holder must be able to deal with such mental demands.
- This post meets Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012) and is subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, DBS) and the relevant children and/ adults barred list(s) checks.

## **Contacts:**

In all contacts the post holder will be required to present a good image of the Directorate and the County Council as well as maintaining constructive relationships.

**Internal:** Support Workers; Social Care Team staff; Finance, Human Resources and Operational Support staff.

**External:** Service Users; Councillors; other Children's Colleagues (Integrated Services, Education, Youth Service); YOS, Health and staff from other agencies and partners.

## **Additional Information:**

- This post is subject to a criminal record check under the arrangements established by the Disclosure and Barring service.
- Reasonable adjustments will be considered as required by the Disability Discrimination Act.
- The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council's Equal Opportunities Policy.
- As all our supported living homes can accommodate children up to 19 years of age, under Standard 29 of the Dept of Health's Children's Home Regulations within the Care Standards Act 2000, we are only able to accept applications from those who would be at least 22 years old at the time of appointment.

- This post includes lone working and staff are expected to follow county council procedures and risk assessments in respect of this.
- The ability to travel throughout the county, including areas where there is limited public transport and be able to reach, including but not limited to, families, young people, internal and external clients and within a timely manner
- The Council reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
- Reasonable adjustments will be considered as required by the Equality Act.

Author: Luisa Warren

Date:15.02.2023  
Date of grading confirmation:

## PERSON SPECIFICATION

**Job Title:** Waking Night Support Worker - 10pm until 7am 7 days a week (including weekends)

**Directorate & Section/Unit:** Children's, Families and Communities-Through Care

**Salary Grade:** Scale 2 SCP 3-4

### EXPERIENCE:

It is **essential** that the post holder has:

- Demonstrable experience of direct working with young people
- Demonstrable experience of feeding back relevant information to Personal Outreach Advisors
- Demonstrable experience of working with children and/or young adults in a social work, social care or youth work setting
- Demonstrable experience of crisis intervention.

### KNOWLEDGE, SKILLS AND ABILITIES:

It is **essential** that the post holder has:

- Working knowledge of child development
- Working knowledge of relevant Child Care legislation
- Working knowledge of the effective use of Care Plans
- Working knowledge of a range of issues and services including; mental health, UASC, fostering, adoption, Child sexual exploitation care leavers, substance misuse, learning disability, domestic abuse
- Working knowledge of relevant safeguarding procedures and policies
- Understanding of confidentiality.
- Ability to relate to young people.
- Ability to understand and work with young people from a diverse range of backgrounds, who present challenging behaviour
- Ability to understand their own duty of care, to safeguard and promote the interests of young people and challenge inappropriate practices.
- An ability to analyse and reflect on their own practice, to be accountable for their own behaviour and the consequences of their own actions.

It is **desirable** that the post holder has:

- Knowledge of Health and Safety legislation
- Understanding of the effects of attachment, separation and loss in young people and the implications for those caring for them
- Experience of working without close supervision
- To be flexible and available at short notice

### ADDITIONAL FACTORS:

This role is a waking night role where you will be required on shift at 10pm and stay awake to support the needs of the young people until 7am in the morning, compiling written correspondence to the wider team of the events of the shift. Ensuring any concerns are raised as per company policy.

## QUALIFICATIONS/TRAINING & DEVELOPMENT:

It is **essential** that the post holder has:

- Successfully achieved NVQ Level 3 - Children and Young People or Equivalent Level or is prepared to work towards achieving this within 12 months of being registered on the award.

It is **desirable** that the post holder has:

- First Aid Qualification.
- A Level 1 qualification in Essential Digital Skills or evidence of excellent IT skills in Microsoft Office.

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Date: 15/02/2023