

Residential Child Care Worker (Nights)

Job Description

Directorate:	Education and Children's Services		
Service:	Children's Residential		
Location:	TBC		
Salary range:	£28,142 - £32,062	Grade:	6
Reports to:	Home Manager	Staff responsible for:	N/A

Job purpose and scope

The primary purpose of this role is to provide a safe, nurturing, and supportive environment for children and young people with emotional, social and behaviour needs in their home during the night.

The Waking Night Residential Support Officer is responsible for ensuring the well-being and safety of the residents throughout the night, addressing any immediate needs, and maintaining a calm and secure atmosphere.

This role requires a compassionate and patient individual who is committed to the well-being of children and young people. The Waking Night Residential Support Officer plays a crucial role in ensuring that children feel safe, supported, and cared for during the night.

Performance Indicators

Consistently work towards meeting and exceeding the Key Performance Indicators (KPIs) set out by the service to ensure high standards of care, compliance, and operational effectiveness.

Accountabilities/Responsibilities

Key Responsibilities:

Supervision and Safety:

- Monitor the children and young people throughout the night to ensure their safety and well-being.
- Conduct regular checks on the children and the premises to prevent any incidents or emergencies.
- Respond promptly to any disturbances or emergencies, following established protocols and procedures.

Support and Care:

- Provide emotional and practical support to the children as needed during the night.
- Offer reassurance and comfort to children who may be anxious or distressed.

Record Keeping and Communication:

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- Maintain accurate and detailed records of any incidents, observations, and interactions
- Communicate effectively with day staff and other team members to ensure continuity of care and support.
- Report any concerns or issues to the appropriate personnel in a timely manner.

Environment Management:

- Ensure that the living environment is clean, safe, and conducive to rest and relaxation.
- Perform light housekeeping duties as needed to maintain the cleanliness and orderliness of the home.
- Prepare the home for the following day, including setting up for breakfast and other morning routines.

Professional Development:

- Participate in training and development opportunities to enhance skills and knowledge related to the care of children and young people.
 - Stay informed about best practices and updates in the field of residential care and support.
- This list is not to be regarded as exclusive or exhaustive – there may be other duties and requirements at the same responsibility level associated with the post.

Other

- **Equal Opportunities**

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

- **Health and safety**

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

- **Customer Focused**

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

- **Safeguarding Commitment**

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

- **Skills Pledge**

We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and numeracy if they do not have one already.

Our Values

We expect all our employees to demonstrate and promote our values:

- **Supportive**
We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.
- **Innovative**
We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.
- **Respectful**
We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.
- **Collaborative**
We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

Person Specification

All the following requirements are essential unless otherwise indicated by *

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

Desirable Qualifications

RNMH, DIPSW, CSS, NNEB or equivalent

Experience

None

Essential knowledge, skills & abilities

Essential Knowledge:

- Understanding of child development and the needs of children and young people with emotional, social, and behavioral needs.
- Knowledge of safeguarding policies and procedures to ensure the safety and well-being of the residents.
- Awareness of health and safety regulations to maintain a safe living environment.

Essential Skills:

- Strong communication skills to effectively interact with children, young people, and team members.
- Excellent observational skills to monitor the well-being of the residents and identify any issues promptly.
- Ability to provide emotional support and reassurance to children who may be anxious or distressed.
- Competence in maintaining accurate records and documentation of incidents, observations, and interactions.

Essential Abilities:

- Ability to work independently and make decisions in line with established protocols and procedures.
- Capacity to remain calm and composed in emergency situations and respond appropriately.
- Flexibility to adapt to the varying needs of the residents and the demands of the role.
- Commitment to continuous professional development and staying informed about best practices in residential care and support.

Other essential requirements

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- Commitment to equality and diversity.
- Commitment to health and safety.
- Display the LCC values and behaviours at all times and actively promote them in others.
- This is an essential car user post*
You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive