



Beams

Supporting disabled children & families

Job Title:	Waking Night Support worker
Reporting to:	Shortbreaks Manager (residential)
We Are Beams Grade:	C
Location:	Allsworth Court, Hextable

Job Purpose

To work with disabled children/young people with emotional and physical behavioural difficulties that may display challenging behaviour. Your role will be supporting disabled children/young people in a short break unit environment over night providing support as needed for personal care and to ensure their safety.

You will be also working together with a strong staff team in the day to day running of the home that consists of home management and administration duties.

Main Responsibilities and Duties:

General

- To have had recent experience supporting children/young people and dealing with challenging behaviour. To also have a good understanding of Safeguarding policies & procedures.
- To be able to work with a team in supporting the day to day running of the Dragons Retreat and ensuring that all children's/young people's care needs are met to a high standard.
- To be able to work night shift duties when required as detailed on a rolling shift duty rota.
- To be able support We Are Beams to deliver quality fun, exciting play and social opportunities to disabled children/young people through achieving independent skills.
- To be able to support a team in meeting the physical and emotional care needs of children/young people, which include help with toileting, eating and administration of medication and treatments under the guidance of the child's/young person's medical practitioner.
- To be able to communicate with families in a professional manner to develop trust, gain an understanding of their child's/young person's needs and to inform them of their child's/young person's achievements during their short break.
- To understand the importance and maintain a clean and stimulating environment which is appropriate in meeting all disabled children's/young people's needs.
- To undertake cleaning of the Dragons Retreat, including laundry management
- Preparation of children's belongings for their departure.
- To be able to take responsible and appropriate action in an emergency, such as showing assertiveness, leadership and reporting appropriately as require.
- Ensuring that you are fully interactive, tolerant and sensitive to the needs of individual children



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- To be able to demonstrate administration skills through the daily recording of children's/young people's demeanour, incident reports, medication recording, financial expenditure and end reports.
- To be able show appropriate planning to ensure that activities are meeting the needs of the children/young people and that they are appropriate to their understanding and any risks are minimised.
- To be able to engage in induction, core and personal develop training, individual supervision, annual appraisals and group meetings.
- To be able to work independently without supervision.
- To be able to work in partnership with schools, colleges and other professionals to support each other to deliver and develop each others services that will promote the needs and interests of the children/young people.
- To be able to performance of all duties that is required in promoting the development of We are Beams services and to implement all policies and procedures as necessary to meet the care and needs of the children/young people by reflecting the vision and values of We are Beams.

Other Responsibilities:

- To be able to attend external meetings and functions to represent We are Beams required.
- To be able to support fundraising and promotional events to support We are Beams and raise its profile.

Personal Specification

The following outlines the Essential criteria for this post.

Applicants should describe in their application how they meet these criteria.

	Criteria
Qualifications	<ul style="list-style-type: none">• A qualification in care would be desirable (NVQ/SVQ levels 3 Working with Children and Young People).
Experience	<ul style="list-style-type: none">• A minimum of 2 years' experience of working with children/young people in a residential setting.• Experience of working with children/young people who have disabilities and emotional and behavioural problems.
Skills and Abilities	<ul style="list-style-type: none">• Ability to organise, plan and take responsibility.• Ability to identify with the needs of children/young people rather than children/young people themselves.



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	<ul style="list-style-type: none"> • Ability to motivate children/young people by aiding and guiding them in their self development. • Ability to listen and respond both responsibly and appropriately, with sensitivity. • Ability to communicate clearly and effectively, both with colleagues and children/young people, verbally and in writing (Computer literate would be a plus). • Ability to set appropriate examples for children/young people at all times and to support and manage challenging behaviour. • Ability to focus on the child/young person as the primary client. • Able to manage children/young people who display disruptive or challenging behaviour and have the ability to guide/direct staff in managing that behaviour.
Knowledge	<ul style="list-style-type: none"> • Understanding & knowledge of the needs of children • Knowledge & understanding of child protection issues Good working knowledge of the Children Act 1989 and 2004. • Comprehensive knowledge of Every Care Matters. • Theory relating to child development and caring for children (attachment/separation and loss) • National Minimum Standards in Children's Homes • Comprehensive understanding of Health & Safety
Personal Qualities	<ul style="list-style-type: none"> • The ability to empathise with others. • Willing to be a Team Player. • Methodical in approach with an eye for detail. • Commitment to continuing personal professional development. • A good sense of humour, initiative, integrity & honesty. • An enthusiasm and commitment to the children and the staff team.
Other	<ul style="list-style-type: none"> • Fulfil the requirements of an 'Enhanced CRB Disclosure'. • Willingness to work outside of office hours and at weekends as required. • Flexibility to cover shift duties in order to maintain the service. • Hold a full driving licence. (not essential but a plus)