

Kent County Council

Job Description: *Senior Residential Worker Nights*

Directorate: Adult Social Care and Health

Unit/Section: The Nest

Grade: KR8

Responsible to: Registered Manager

Purpose of the Job:

To work overnight as a member of a team in a specialised service providing a nurturing and safe environment for individuals aged 13 -18 who are learning disabled and present complex and challenging behaviours. Individuals will be subject to a time limited assessment period which will inform their future care needs.

Main duties and responsibilities:

1. To have overnight responsibility for the individuals accessing the service alongside a member of staff sleeping in.
2. To actively work with the individuals and contribute to a comprehensive assessment of their care needs
3. To contribute to comprehensive support plans which would be transferable to other services
4. To support individuals in a bespoke way in line with their support plans and work consistently so that the highest standards of positive behavioural support are delivered
5. To undertake specific training related to improving the outcomes for the individuals in residence
6. To be part of a time limited assessment period with clear goals and objectives for the individuals
7. To monitor the care on individuals overnight including any specific health conditions
8. To do all laundry overnight and other domestic tasks as required
9. To pack and unpack cases as required and maintain a clear record and inventory of all items belonging to the individuals
10. To ensure the health and safety of the building overnight

11. To record accurately all night-time activity and share information and discussions with daytime colleagues
12. To participate in meetings, where possible, to ensure information is shared and goals are reached within timescales
13. To encourage the individual residents to express their wishes and feelings in whatever communication method they use and to use this information to help shape the service
14. To promote and celebrate the diversity of the individuals and ensure anti-discriminatory practice is paramount
15. To ensure compliance with both the Directorate and the Service's policies and procedures as well as OFSTED regulations
16. To behave in a professional manner at all times in line with Kent Code of Practice
17. To ensure all core training is undertaken in line with the Service requirements
18. To participate fully in the supervision and appraisal process

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Senior Residential Worker Nights*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

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

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none"> • Educated to GCSE level or equivalent in English and Maths. • Diploma Level 3 in Childcare or equivalent.
EXPERIENCE	<ul style="list-style-type: none"> • Direct working and caring for disabled individuals with proven experience • Experience of working in a residential or group setting
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Ability to relate theory to practice • Ability to recognise the needs of an individual as paramount • Ability to work as part of a team • Ability to use initiative • Accuracy in report writing and effective communication skills • Ability to be calm and decisive when working overnight • Ability to prioritise tasks • Experience of positively supporting individuals with behaviours that challenge • Experience of positive behavioural support or positive programming
KNOWLEDGE	Understanding of: <ul style="list-style-type: none"> • Children Act 1989 • Children Act 2004 • Care Act 2014 • Children & Families Act 2014 • Children's Homes Regulations 2015 & Quality Standards • Theoretical knowledge of Child Development • Knowledge of Health & Safety Requirements
BEHAVIOURS AND KENT VALUES	Kent Values: <ul style="list-style-type: none"> • Open • Invite contribution and challenge • Accountable