

### Job Description

Job Title: Night Support Worker

POSCODE: CCC0743

Grade: Scale 1

### Overall purpose of the job

To enable adults with a disability to live as independently as possible and to enjoy lifestyles as close to those enjoyed by other members of the community. To support and empower adults with a learning disability, or Older People, to enhance the quality of their life, maximise potential and to continue to promote and develop independence skills within their home, day opportunity setting, supported living unit, the community or whilst accessing respite.

Providing waking night cover i.e. being awake and ready to complete tasks and support individuals to ensure their support needs are met during the night hours of 10pm-8am, Monday to Sunday.

Due to the nature of the work and the working environment the post holder will often be lone working and will not readily have support and/or supervision available. They will therefore need to be able to respond immediately to crisis situations or instances of challenging behaviour whilst in the community or in the accommodation setting by assessing the situation as it arises and the consequent level of risk to the service user and other.

### Main accountabilities

<b>Main accountabilities</b>	
1.	Being awake and ready to complete tasks and support individuals to ensure their support needs are met during the night hours of 10pm-8am, Monday to Sunday
2.	Assist and encourage service users to attend to household tasks and to take responsibility for the cleanliness of their own rooms and communal areas to maintain a comfortable environment. Ensure communal areas are kept clean and tidy and household tasks completed as required overnight incl. washing, ironing, cleaning floors, kitchen areas etc
3.	To provide support, advice and help service users with all aspects of their personal and health care, as needed. Empower service users to take control of their own lives within the normal boundaries of independence and citizenship. To promote a healthy lifestyle according to individual need. Undertake appropriate designated specialist tasks as required.
4.	To make appropriate use of communication systems to obtain and give information. Ensure that information is accurate and kept up to date. This will include written care plans, health action plans and person centred plans, notes of team meetings, accident and incident reports.
5.	Ensure service users are protected from abuse. Respond to emergencies following the Cambridgeshire and Peterborough Multi-Agency Safeguarding Policy and procedure, Safeguarding training and relevant legislation
6.	To advise and support service users with health and Safety issues whilst in the service and follow departmental policy and procedures and report concerns as needed.

6.	Demonstrate an awareness and understanding of equality, diversity and inclusion. Demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
7.	Attend staff meetings and training when required to do so.
8.	Carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post.

**Safeguarding commitment** *(Include for roles involving work with children/adults at risk)*

We are committed to safeguarding and promoting the welfare of children and young people/adults at risk. We require you to understand and demonstrate this commitment.

### Person Specification

#### Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Care Certificate or willingness to work towards	<b>Health and Social care</b>	<b>Essential</b>
Level 2 Diploma	<b>Health &amp; Social Care</b>	<b>Desirable</b>
A proficient level of written and spoken English for the purposes of case recording	<b>English</b>	<b>Essential</b>
Other systematic or accredited health care training	<b>Health and Social care related training</b>	<b>Desirable</b>

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
<b>Knowledge and Experience</b>		
Knowledge of supporting adults at risk	<ul style="list-style-type: none"> <li>• Appreciation of the need for safety and confidentiality in service provision</li> <li>• Ability to adapt to change on a daily basis, and/or longer term as services develop and change</li> <li>• Demonstrate an understanding or experience of caring</li> </ul>	Essential
Experience of working in support and care settings	<ul style="list-style-type: none"> <li>• Experience of working with Older People or those with a disability</li> <li>• Awareness of abuse and the support required by service users</li> <li>• Residential/supported living services</li> <li>• Working with people from varying cultures</li> <li>• Personal care work</li> <li>• Working with carers</li> <li>• Service user advocacy</li> <li>• Experience of managing behaviours that challenges</li> <li>• Awareness of the role of the CQC in monitoring and assessing the service</li> </ul>	Desirable
<b>Skills</b>		
Excellent communication Team work Flexibility and commitment	<ul style="list-style-type: none"> <li>• Ability to work as part of a team and on own initiative</li> <li>• Good written and verbal communication skills</li> <li>• Good IT skills</li> </ul>	Essential

	<ul style="list-style-type: none"> <li>• Ability to identify, record and report potential risk</li> <li>• Ability to keep accurate records</li> <li>• Ability to work between 10pm – 8am including at weekends and bank holiday</li> </ul>	
<b>Experience</b>	Give an idea of the type and level of experience required <b>do not</b> specify years of experience.	
<b>Equality, Diversity and Inclusion</b> (applies to all roles.	Ability to demonstrate awareness and understanding of equality, diversity and inclusion and how this applies to this role.	
<b>Safeguarding</b> ( <i>include for roles working with children/adults at risk</i> )	Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the safety and well-being of children and young people/adults at risk.	

#### Disclosure level

What disclosure level is required for this post?	None	Standard
	Enhanced	✓ Enhanced with barred list checks

#### Work type

What work type does this role fit into? (tick one box that reflects the main work type, the default work type is hybrid)	Fixed ✓	Hybrid	Field	Remote	Mobile
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