



Stockton-on-Tees
BOROUGH COUNCIL



Job Description

Night Care Worker

Job details

Grade:	H / I
Directorate:	Children's Services
Reporting to:	Registered Manager
Location:	Stockton-on-Tees
Contract:	Part Time (36 hours)

Job Summary:

The Night Care Worker provides high-quality overnight care for children and young people in residential or family settings.

The role ensures safety, follows care plans and risk assessments, maintains routines, records information and communicates with professionals. They support safeguarding, partnership working, and contribute to a positive home environment while operating within legal frameworks and organisational standards.

Your day to day:

- Provide safe, high-quality overnight care and maintain bedtime and morning routines.
- Monitor children and young people throughout the night, responding appropriately to risks using care plans and risk assessments.
- Keep accurate records of overnight events and updates.
- Communicate relevant information to the daytime team and other professionals.
- Support children's emotional and behavioural needs using agreed strategies.
- Follow policies, procedures, and legal frameworks for children's residential care.
- Participate in the night-shift rota and engage in supervision, training, and team processes.

Additional information:

The grade at appointment is dependent on completing and being awarded the Level 3 Diploma in Child Care and Young People (England).



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Personal Specification

Essential criteria

Qualifications:

- Level 3 Diploma for Residential Childcare (England) or willingness and ability to work towards it within 18 months of appointment.

Experience:

- Experience of working with families and young people who present with challenging behaviours and have experienced complex or traumatic backgrounds.
- Partnership working
- Promoting a positive culture
- Improving service delivery
- Providing care to young people
- Following care plans and risk assessments

Knowledge and skills:

- Have a developing knowledge of Children's Homes Regulations, Quality Standards, Ofsted frameworks, and relevant legislation.
- Use supervision effectively to seek support, reflect, and improve practice.

Knowledge and skills:

- Exercise sound judgement, knowing when to request guidance in residential situations.
- Ability to anticipate situations and apply interventions and behavioural strategies from care plans and risk assessments.
- Build developing skills in applying theoretical and evidence-based approaches.
- Manage bedtime and morning routines as outlined in care plans.
- Communicate effectively with professionals outside the care team to support an outward-facing night service.
- Maintain awareness of the wider political context affecting local authority residential care.

Behaviours:

- Demonstrate Council behaviours
- Be child-focused, approachable, friendly, enthusiastic, motivated and a positive role model.
- Be reliable, honest, and flexible.



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Personal Specification

Desirable criteria

- Relevant qualification in a similar field
- Experienced in supporting families, children and young people in a range of settings/services.
- Experience of working in a therapeutic team and delivering therapeutic approaches.

Other requirements

- Able to work over a 7-night shift system and weekends as part of a rota system and across more than one setting.
- The job involves working directly with children and young people and therefore is subject to an acceptable enhanced DBS check.
- The post holder must hold a full UK driving licence.
- The post holder must be flexible and be willing and able to work across a number of homes as required.



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Personal Specification

General (for all Council colleagues)

- **Job Evaluation:** This job description supports grading under the NJC Job Evaluation scheme adopted by Stockton Council.
- **Flexibility:** Duties listed are not exhaustive; additional tasks may be required within the scope of the role.
- **Values & Conduct:** Act in line with Council Values, Behaviours, Code of Conduct, professional standards, and promote equality and diversity.
- **Corporate Parenting:** Share the Council's ambition for children in care and care-experienced young people to thrive and be protected from harm.
- **Personal Development:** Take responsibility for your own learning and growth, as outlined in the Council's Culture Statement.
- **Customer Service:** Deliver consistently high-quality service to all internal and external customers.
- **Policies & Procedures:** Comply with all Council policies and procedures.
- **Health & Safety:** Maintain personal safety and follow Council health and safety requirements.
- **Safeguarding:** Be alert to potential abuse of children and vulnerable adults and act in accordance with the Council's Safeguarding Policy.



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