

Job Title:	Casual Waking Night Residential Child Care Worker
Team/Service Area:	Accommodation Services
Salary/Grade:	Grade 5
Line Manager:	Registered Manager
Direct Reports:	None
Location:	Your normal place of work will be at a Red Gables, but you may be required to work at any Company recognised workplace.

About Us

Established in 2017, Together for Children Sunderland is on a mission to improve services in social care, early help and education and engage the whole community in giving children and young people in Sunderland the best possible opportunity to thrive.

Our dedicated workforce strives to make a difference, irrespective of our work vocation or specialism.

We value diversity and actively seek candidates from all backgrounds, including various ages, disabilities, neurodiverse individuals, gender identities, sexual orientations, religions, beliefs, races, and cultural backgrounds. Our inclusive workplace culture fosters collaboration and excellence.

Find out more: [Find out more - Together for Children](#)

About the Role

- Safeguard and promote the welfare of children.
- Work as a member of the team in providing direct care and support of children and young people with a learning disability/and or a physical disability or a health care need.
- Ensure that the welfare of the children and young people is paramount.
- Assess, co-ordinate and provide personal or practical interventions to children and young people throughout the night to meet their individual needs.
- Ensure that children's individual care plans and risk assessments are implemented and progressed.
- Work effectively with all other team members, contributing to the development of a high performing team and good quality care for people.

- Ensure positive experiences to all children and young people.

This role is exempt from the Rehabilitation Offenders Act 1974 and therefore requires a satisfactory Enhanced Disclosure and Barring Service (DBS) Check.

Key Responsibilities

- Establish positive relationships with children and young people using a range of communication methods in response to their level of need and understanding.
- Ensure a safe and secure environment and positive working practices, treating children and young people with dignity and respect.
- Carry out a range of support tasks with children and young people including:
Personal care
Undertaking regular checks on children through-out the night
Helping children to settle if they awaken at night
Administering medication as required
- Assist children and young people in dealing with emotional and behavioural difficulties, providing appropriate support to manage challenging behaviours. This may include, in line with company policy and the homes Statement of Purpose, the use of physical interventions
- Assist in managing young people's behaviour and recording decisions and issues to inform formal reports or handovers to other team members.
- Maintain accurate and detailed records concerning the children and young people.
- Undertake domestic tasks including cleaning the establishment, ironing and food preparation as required.
- Ensure the physical security of the building, at night.
- Attend training courses as required and to make use of supervision and appraisal according to departmental policy in order to develop skills and enhance personal development
- Attend staff meetings when required.
- Able to work in other children's homes within the service as required.
- Have good knowledge and understanding of the Children's Homes Regulations and Quality Standards and the Ofsted Framework for Inspection.
- Communicate effectively with team members children and young people daily.
- Working with children, react quickly to changing demands and predict possible areas of conflict and ensure action is taken to minimise these by preparing for the shift ahead.
- Contribute to the normal development of the children and young people



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through the provision of a healthy lifestyle, offer a variety of appropriate activities, and provide them with a consistent and caring adult role model.

- Ability to learn and use agreed intervention techniques to persuade young people to modify their behaviour, deal with challenging situations and de-escalate potential areas of conflict and life space interviews.
- Utilise available technology to manage own workload and those of team members, ensuring that the shift runs smoothly and adheres to agreed house rules, whilst at the same time is responsive to changing needs.
- Use IT systems to ensure that work is carried out accurately and in an organised and effective way.
- Following receipt of training from our Coaching provider, a willingness to form part of the TfC Coaching Programme and commitment to the development of other TfC future leaders and managers through Thrive@TfC.
- To safeguard and promote the welfare of children and young people.
- Champion equity, diversity and inclusion in all aspects of your work and the communities you assist.
- Through a high standard of professional practice, establish and maintain the trust and confidence of children and young people using the service.
- Be alert to the signs of distress or abuse, and in liaison with other professionals, to ensure that the children and young people are monitored and protected by acting in accordance with current Sunderland Safeguarding Children Partnership procedures.
- work flexibly as part of a staff team on a rota basis, including weekend and bank holiday work.

Our Expectations

You must undertake this role in accordance with the requirements set out below:

- Comply with Together for Children's Code of Conduct, People policies and procedures, Health and Safety Policy and EDI Statement.
- Uphold all relevant professional policies, standards and legislative requirements
- Adhere to the Data Protection Act 2018 and GDPR principles in relation to the management and handling of personal and/or sensitive information and respect the privacy of personal information managed by Together for Children Sunderland.
- Comply with the Freedom of Information Act 2000.

This job description is a guide to the duties you will be expected to perform. It is not an exhaustive list, and you may be required to undertake other tasks and duties not



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listed that are reasonably commensurate with the job role and grade of the post.
Where a fundamental change to the job description is needed this will be discussed with the postholder prior to any changes being made

Date: February 2025



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Person Specification – Waking Night Residential Child Care Worker

The requirements for this post and how candidates will be assessed are set out below.

Essential Requirements	Method of Assessment
Qualifications Post holder must have Level 3 Diploma for Residential Child Care (or equivalent), or be willing and able to undertake this qualification.	Application Form
Experience - Working with children with disabilities and complex health needs. - Working with children and young people with challenging behaviour.	Application Form/Interview
Knowledge and Understanding - The Children's Homes Regulations and Quality Standards. - The Children's Act.	Interview
Skills and Abilities - Effectively use a PC to prepare documents, record information or input data. - Work effectively despite changes in colleagues, settings, and environment as well as changing working hours and working weekends. - Share information and obtain information from others through excellent written and verbal communication. - Meet the travel requirements of the post. - Work outside of normal working hours to meet the needs of the service	Interview
Other Requirements Commitment to Equal Opportunities	Interview



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