

 Stockton-on-Tees BOROUGH COUNCIL		JOB DESCRIPTION	
Directorate: Children's Services		Service Area: Children's Social Care, Children's Care and Complex Needs	
JOB TITLE: Night Care Worker			
GRADE: H			
REPORTING TO: Registered Children's Home Manager			
1.		JOB SUMMARY: • To work as directed by the Registered Manager in ensuring the care of the children and young people are safely cared for overnight and within the relevant legal frameworks and as outlined in the children and young people's relevant plans. • To deliver high-quality care as outlined in the plans at night, both in and out of the home as outlined in the homes Statement of Purpose. • To support and contribute to the ongoing development and implementation of the directorate vision, culture and sufficiency business planning in regard to support to families and care placements. You will be expected to effectively engage young people and their families as is required to ensure care needs are met at night. The care at night that will be delivered to children and families, could include support in the family home, the residential home or other community venues. You will be expected to develop relevant knowledge, understanding and work withing the legal framework underpinning the operation of a registered children's home. You will be expected to engage and maintain good and effective relations, develop partnership working with other night workers outside of the home, enhancing the reputation of the home and the Council. Appointment Grade – The grade at which appointment is based is subject to the worker completing and been granted the Level 3 Diploma in Child Care and Young People, England (Refer to Person Specification)	
2.		MAIN RESPONSIBILITIES AND REQUIREMENTS	
	1.	Provide a high level of care overnight, maintain bedtime and morning routine for the young people as individuals and as a group.	

	2.	Respond appropriately to risk at night, following risk assessments, missing procedures, care and support plans for children and young people and know when to seek support and guidance
	3.	Ability to relate policy and the relative regulations to the work
	4.	Communicate and contribute to discussions providing information to other professionals both written and verbally to ensure children and young people's needs are met overnight..
	5.	Maintain records appropriately.
	6	Actively participate in agreed management processes either individually or as part of a team (e.g., supervision, appraisal, training).
	7	Participate in the agreed night working roster across the children's homes
	8	To enhance the department's image within the authority by promoting awareness of services and achievements and encourage greater participation.

3. GENERAL

Job Evaluation - This job description has been compiled to inform and evaluate the grade using the NJC Job Evaluation scheme as adopted by Stockton Council.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

The Council's Values, Behaviours and Code of Conduct - The post holder is required to carry out the duties in accordance with the Council's Values and Behaviours, our code of conduct, professional standards and promote equality and diversity in the workplace.

Corporate Parenting - As Corporate Parents, we have the same ambition and high aspirations for all children in our care and care experienced young people: that Stockton-on-Tees is a great place to grow up, where children and young people are protected from harm and supported to be the best they can be in life.

Personal Development – As defined by the Council's Culture Statement, all employees will take responsibility for their own development

Customer Services – The post holder is required to ensure that all customers both internal and external, receive a consistently high-quality level of service, commensurate to the standards required by Stockton on Tees Borough Council.

Policies and Procedures – The post holder is required to adhere to all Council Policies and Procedures.

Health and Safety – The post holder has a responsibility for their own health and safety and is required to carry out the duties in accordance with the Council Health and Safety policies and procedures.

Safeguarding – All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Stockton Council's Safeguarding Policy. In addition, employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

	Name:	Signature:	Date
Job Description written by: (Manager)	Debra Farrow		March 24
Job Description agreed by: (Post holder)			

Job Description dated March 24

PERSON SPECIFICATION

Job Title/Grade	Night Care Worker	H
Directorate / Service Area	Children's Services	Children's Social Care, Children's Care and Complex Needs
Post Ref:		

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Qualifications	Level 3 Diploma for Residential Childcare (England) or willingness and ability to work towards it within 18 months of appointment.	Relevant qualification in a similar field	Application form
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	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	Application / Interview

Knowledge & Skills	Have a developing knowledge base of statutory legal framework relating to Children's Homes Regulations, Quality Standards and Ofsted's Inspection Framework for Children's Homes including short breaks legislation and regulations. Able to seek support in supervision and able to use supervision to reflect and improve own practice. Ability to exercise quality judgements and know when to seek support and guidance in relation to situations in a residential setting. Ability to expect and anticipate situations and be able to put in place interventions and behavioural strategies as outlined in care plans and risk assessment to manage complex and risky situations. Ability to know when to seek support. Effectively follow local authority policies and procedures in particular children's homes residential policies and safeguarding procedures. To have developing knowledge and skills in applying theoretical approaches and evidence-based practise in service delivery as directed by care plans. The ability to take control of bedtime and morning routines as outlined in care plans. Be able to effectively communicate with relevant others outside of the immediate care team and promote an outward facing service at night. Have a developing awareness of the wider political context within which the local authority and the residential sector operate .		Application / Interview
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	The post holder is required to attend mandatory training as identified by the service, which may on occasion take place outside of their normal rota'd working hours.		
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Specific behaviours relevant to the post	Demonstrate the Council's Behaviours which underpin the Culture Statement. Child focused Approachable Friendly Enthusiastic Positive approach and motivated Positive role model for young people and families Reliable honest and flexible Demonstrates professional curiosity and acts appropriately on safeguarding concerns Responds calmly and thoughtfully to challenge, risk and distress, prioritising de-escalation Engages in reflective practice, supervision and learning following incidents or feedback		Application / Interview
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 alongside be flexible to meet service. 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.		Application / Interview

	To meet all requirements set out in the Children’s Homes (England) Regulations 2015 post holder must hold a full, valid UK driving licence and be required to drive as part of their role, including at night, in adverse weather conditions and at short notice, in accordance with service need, policies and risk assessments. Willingness and ability to complete and maintain competence in Council-approved physical intervention (restraint) training. Ability to apply physical intervention safely, lawfully and proportionately, in accordance with the Children’s Homes Regulations, Quality Standards and the home’s Behaviour Management Policy. The post holder meets the requirements set out in the children’s homes regulation 32 <i>‘the individual is mentally and physically fit’</i>.		
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Person Specification dated March 2026

