



Positive Footsteps
a step in the right direction!

Waking Night Worker Job Specification

Job Type: Full-time / Part time, Permanent

Salary: £19,240 - £25,012 pro rata (37 hours per week)

We are looking for a Residential Childcare Practitioner to join our new 4 bed home in Reading. The home can be a complex and challenging environment, so we need determined, resilient people to offer unconditional care and commitment to our children. Joining Positive Footsteps is a unique opportunity as you can play a pivotal role in being part of the growth and development of a brand-new Children's Home organisation.

We would welcome applications from both qualified, experienced Childcare workers and unqualified individuals who would like a change in direction. We require candidates that believe they have the attributes to offer children who have experienced trauma and abuse, a safe, consistent and non-judgemental, caring approach.

Help us to make our house 'their home'!

If you want to develop your career and feel you can be a positive influence for our children, we would love to hear from you.

Applicants should have:

- A genuine commitment to engaging with children who have challenging behaviour and complex history.
- The ability to create positive relationships with the children, meeting their needs and safeguarding them throughout the night.
- Ability to react calmly in stressful situations.
- Empathy and understanding, ensuring the children's views and wishes are heard and communicated.
- The ability to be a good role model.
- High personal and professional standards.
- Flexibility to undertake shift work including weekends and bank holidays, and occasional sleep-ins.
- Initiative and ability to work autonomously whilst considering risk.
- Personal resilience.
- Ability to maintain administrative records as required by the organisation.
- The ability to remain awake and alert throughout the night.

We are looking for someone with:

- Energy and enthusiasm.
- Able to demonstrate the ability to engage with children, ideally in a similar environment.
- Experience of working with young people that have social, emotional and/or behavioural difficulties (desirable).
- NVQ Level 3 in Children and Young People Workforce (or willingness to complete).
- Full, clean UK Driving Licence (Preferred).

Key Roles and responsibilities:

- Supporting children in managing their evening and morning routines, (personal hygiene, administering medication etc)
- Supporting in preparing breakfast
- Completing tasks in the home to keep it clean and well kept, including laundry and deep cleaning
- Be responsible for the effective Safeguarding of the young people within your care and understand how to raise any concerns
- Supporting the children to prepare for school.
- Assisting the senior team in feeding information into placement plans, behaviour management plans and risk assessments



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- Promoting independence and role modelling appropriate social behaviour. Being ambitious for young people, helping them achieve their goals and aspirations
- Build and develop relationships with our young people and encourage them to participate fully in the opportunities offered within the home.
- Support our young people with independence, offer age and developmentally appropriate tasks such as cooking, cleaning, shopping, using public transport etc
- Offering advice and guidance to children with their emotional, physical, and developmental needs.
- Completing records of night time observations and movements in line with organisational requirements
- Maintain, privacy, dignity, and confidentiality in line with policies and Regulations.
- Work with the organisations policies and procedures, and to the Children's Homes Regulations 2015
- Requirement to attend team meetings and training days.
- Requirement to work as part of a rota, including weekends and bank holidays.

Responsibilities include the above but are not limited to.

Working hours include evenings, weekends, and bank holidays.

Benefits include:

- Entitlement to 28 days annual leave (inclusive of bank holidays).
- Progressive pay scale.
- Referral programme
- Employee Assistance Programme
- Paid Training, including additional training to support progression
- Enrolment into the NEST Pension scheme
- Staff incentives, achievement awards
- Access to hundreds of discounts and benefits through the high street and online

All candidates will be subject to Safer Recruitment and DBS checks.