

## JOB DESCRIPTION

<b>Job Title</b>	Waking Night Support Worker
<b>Reports to</b>	Home or Registered Manager
<b>Job Purpose</b>	<p>The role of a Waking Night Support Worker is to encourage and support people with their evening activities, providing physical and emotional support throughout the night.</p> <p>The role is responsible for ensuring that people we support feel safe, secure and have a good night's sleep.</p>
<b>Key Deliverables</b>	<ul style="list-style-type: none"> <li>• Maintaining the general health, wellbeing and emotional needs of people we support. This includes but is not limited to, ensuring a high standard of personal care which could include intimate care, administering medication in line with company policies and responding appropriately to any medical or health concerns.</li> <li>• Ensuring the safety of people we support, by complying with all health and safety requirements and all other relevant legislation, safeguarding policies and best practice, aligned to Achieve together's commitment to safeguarding and welfare of people we support.</li> <li>• Ensuring all concerns around safety and safeguarding are reported immediately.</li> <li>• Maintaining a stable, happy and caring environment that puts the health, safety and welfare of the people we support first at all times.</li> <li>• Maintaining accurate records during nighttime hours for each person supported, reflecting support offered and any checking/monitoring activity.</li> <li>• Ensuring all records are a true reflection of the support, checking and monitoring that took place.</li> <li>• Reporting any issues, concerns or safeguarding events to line management in a timely manner.</li> <li>• Taking personal accountability for maintaining a high standard of practice within the home.</li> </ul>
<b>Key Accountabilities</b>	<ul style="list-style-type: none"> <li>• Providing support during nighttime hours, as per each person's support, health, risk and specialist plans (e.g. PBS, Postural Management, Mental Health). Support will focus on people benefiting from a good night's sleep with minimal or no disruption.</li> <li>• Providing support that enables people to be engaged in late evening activities, ensuring a person-centred approach.</li> <li>• Supporting the manager, and people supported, with the development of Sleep Hygiene Plans in circumstances where a person has sleep difficulties/disorders.</li> <li>• Maintaining a suitable physical environment that promotes good quality sleep taking account of noise, lighting, temperature etc.</li> </ul>



- Ensuring consistency of monitoring and checking people at night as per their support, health and risk plans.
- Minimising disturbance to the people we support, supervising, monitoring and checking as quietly as possible when and if required.
- Supporting the manager in ensuring any equipment used to benefit people supported at night is working effectively, hygienically clean and any concerns reported promptly. This could include epilepsy monitors, BiPAP machines, bed occupancy monitors etc.
- Reporting promptly any concerns about the wellbeing of anyone you support, to ensure support, health and risk plans are reviewed swiftly in light of concerns and changes to the person's wellbeing.
- Ensuring you receive a good handover from the evening team members, being alerted to any particular wellbeing concerns you may need to monitor.
- Follow any guidance from the manager, Health & Wellbeing Team and/or external professionals in circumstances where there is increased risk of harm for an individual e.g. health deterioration or injury, seizure activity, risk of leaving the building unaccompanied, self-harm, suicidal ideation. In these circumstances risk management plans may indicated increased vigilance and monitoring. Increased vigilance will continue until advised otherwise by the manager.
- Ensuring the property is secure i.e. not vulnerable to intruders, checking windows and doors are not openable from the outside.
- Ensuring awareness of each person's Personal Emergency Evacuation Plan (PEEP's), and other emergency plans for nighttime hours.
- Completing any household tasks as agreed with your manager.
- Maintaining and working with an up-to-date knowledge of each individual's preferred method of communication.
- Involving people we support in maintaining the cleanliness of the home to a high standard.
- Working as part of a team in a constructive and supportive manner, attending and participating in regular team meetings and contributing to a culture of open communication and constructive feedback with colleagues.
- Supporting behaviours that challenge, safely and supportively, by using the skills and approved approaches (both theoretical and practical) learnt through training, resulting in promotion of positive behaviour support.
- Participating in regular supervision meetings, annual development reviews and Career Adventures annual assessments.
- Managing daytime sleep routine, to ensure that you maintain wakefulness and alertness during your waking hours. Ensuring that any changes to your health that may impact on your ability to work waking night shifts are reported to your manager.

*It is the nature of the work that task responsibilities are in many circumstances unpredictable and varied. All team members are expected to work in a flexible*



	<i>way when the occasion arises in order that tasks which are not specifically covered within their job description are covered</i>
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## PERSON SPECIFICATION

<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• Previous experience as a Support Worker or within the care sector is desirable but not essential.</li> <li>• Commitment to completing the Care Certificate within the first 6-months in post.</li> <li>• Level 2 in Adult Care or equivalent.</li> <li>• Confidential approach, able to maintain privacy aligned to GDPR requirements.</li> <li>• Willingness to learn and complete 100% of allocated learning modules, alongside face to face and home specific training.</li> <li>• Awareness of and commitment to maintaining a working knowledge of and complying with Care Quality Commission (CQC) / Care Inspectorate Wales (CIW) Fundamental standards, organisation policies, procedures and guidelines.</li> <li>• Understanding of our organisational values and commitment to work in accordance with the values in everything that you do.</li> <li>• Ability to ask for help when required and able to work both independently (lone working) or as part of a team.</li> <li>• If working within our deaf services, BSL Level 1 qualification is desirable.</li> </ul>
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