



Job Profile – WAKING NIGHT SUPPORT WORKER

JOB PURPOSE

A Rossendale Trust Night Support Worker is part of a team providing the highest standards of care and support to our tenants, ensuring they are treated with dignity and respect during the evening and night hours.

The Rossendale Trust places our tenants at the centre of everything that we do.

Our values are built around the 5 Key Questions as defined by the Care Quality Commission and which form the basis of the CQC inspection:

Safe; Caring; Responsive; Effective and Well led

Safe.

Inclusion; safeguarding; health and safety; risk assessment; confidentiality.

- Work with the tenants and colleagues to create a safe and inclusive environment and agree evening and night routines with the tenants.
- Be familiar with and regularly refresh knowledge of the types and indicators of abuse in relation to the safeguarding of vulnerable adults and report all concerns, suspicions, allegations and incidents.
- Be aware of all health and safety responsibilities, risk assessments and safety procedures. Share best practice and responsibility within the team to protect the health and safety of tenants, self and colleagues.
- Understand and protect the tenants' right to confidentiality of information in accordance with Trust Policy and the Data Protection laws.

Caring.

Dignity and Respect; personal care; choices; minimal intrusion; positive attitude.

- Understand that dignity and respect must be central to the provision of care and support to all of the tenants.
- Ensure correct use and completion of all essential documentation, including but not limited to MAR sheets; financial procedures; medication administration observation.
- Understand and assist the tenant with all aspects of personal care as defined in that individual's Support Plan.
- Support tenants in working to balance their choices of evening leisure activities with a healthy sleep pattern. Understand and assist the tenant with all aspects of personal care as defined in that individual's Support Plan.
- Monitor tenants welfare at night sensitively, ensuring as little disturbance to the tenant as possible whilst maintaining proper care.
- Understand and display a positive, friendly attitude at all times.

Responsive.

Wakefulness; communication; changing needs; Support Plans; Mental Capacity Act 2005.



- Be awake, alert and able to respond to tenants' needs at all times.
- Be able to communicate with tenants, following support plans and using any appropriate resources as recommended.
- Understand, record and respond to any perceived changes in a tenant's needs or choices. Share any such changes with your team and your line manager.
- Contribute to the development and review of individual tenants' Support Plans and Person Centred Plans to accurately reflect the individual's needs and choices.
- Understand mental capacity and the 5 principles of the Mental Capacity Act 2005.

Effective.

Recording; team working; flexible working, line management, tasks; policies.

- Understand the recording systems and maintain accurate and complete records relating to each tenant's night time care and support.
- Work closely with colleagues on shift in order to provide the most effective delivery of night time care and support if applicable.
- Be flexible and willing to work across a variety of settings to meet the needs of the tenants and the Trust.
- Know who the Group Leader for your team is, and how to contact them, and be aware of the On-Call procedure and contacts.
- Fulfil all tasks as defined on the night shift rota, or as specified by your line manager.
- Read and understand the Key Policies of the Trust.

Well Led.

Day/night team working; training; Trust Mission and Vision; team meetings; diversity and equality.

- Work as part of the care team, respecting the practice of your day colleagues and the leadership of the Group Leaders and Operations Manager.
- Attend all training as nominated by your Group Leader in order to develop your practice.
- Understand and behave in accordance with the Trust's mission and vision. Be familiar with the Staff Code of Conduct.
- Attend and contribute to team meetings, and attend tenant reviews as required.
- Promote diversity and equal opportunities in your team, and understand that bullying, harassment and intimidation will not be tolerated.



PERSON PROFILE – WAKING NIGHT SUPPORT WORKER

CRITERIA	ESSENTIAL/ DESIRABLE	ASSESSED BY
QUALIFICATIONS		
NVQ or Diploma Level 2/3 or equivalent in Health and Social Care, or willing to train	E	Application Form/Certificate
KNOWLEDGE AND EXPERIENCE		
Ability to communicate effectively with other team members/service users, other agencies and families.	E	Interview
Experience or willingness to carry out personal care	E	Interview
Happy to lone work during the night	E	Interview
2 years previous experience in a similar role	D	Application
Previous experience of working with adults with learning disabilities	D	Application
Knowledge of CQC, Supporting People Standards.	D	Interview
Understanding of the needs/care/support of vulnerable adults.	D	Application / Interview
SKILLS AND QUALITIES		
Treats people with dignity and respect	E	Application / Interview
Ability to work on own initiative and as part of a team.	E	Application / Interview
A commitment to individuals being at the centre of decision-making as far as possible.	E	Interview
To be able to record information and carry out duties following written guidelines.	E	Interview
Ability to show a positive/motivational attitude to supporting the tenants and helping them to take as much responsibility as possible for their own lives.	E	Interview
Ability to communicate effectively, showing tact, patience, sensitivity and courteousness even in stressful situations.	E	Interview
Ability and willingness to work a flexibly.	E	Interview
To be able to participate in 'housekeeping' activities such as cooking, cleaning, gardening if appropriate.	E	Interview
ADDITIONAL REQUIREMENTS		
Valid driver's licence would be desirable		
This post is subject to an Enhanced DBS Disclosure		