

Waking Night Residential Child Care Practitioner Job Description

You don't need any qualifications to start your career in residential childcare, as long as you've got the right personal qualities - such as a caring nature, patience, resilience and the ability to work as part of a life-changing team. You'll get paid while you train and supported every step of the way to progress your career.

- Post:** Waking Night Residential Child Care Practitioner
- Responsible to:** Senior Child Care Practitioner & Registered Manager.
- Schedule:** 42 hours per week, Monday – Sunday shifts between 22:00 – 08:30 (10.5 hours).
- Salary:** £28,392 - £31,668 per year
(Qualified Residential Support Worker salary is based on the proven existing completion of a Level 3 Diploma for Residential Childcare or equivalent).

Benefits:

- Fully funded Level 3 Diploma in Residential Childcare
- £100 bonus for a 'Good' Ofsted, £200 for an 'Outstanding' rating
- Access to our Employee Assistance Programme (wellbeing, counselling, and retail discounts)
- Discounted gym membership
- Free meals during shifts
- Earn £100 for every colleague you refer
- Up to 224 hours of paid annual leave
- Monthly recognition awards

We are committed to safeguarding and promoting the welfare of children and young people. All successful applicants will be subject to thorough reference checks and an enhanced DBS clearance. It takes all kinds of people with different ideas and backgrounds to care for young people with different needs. We're proud to be an equal opportunity employer and are dedicated to making sure everyone feels included and valued, no matter who they are.

About Olive/Willow Lodge & the young people you'll care for:

Olive Lodge is a three-bedroom home located in Derby, dedicated to supporting young people aged 7-17 with emotional and behavioural difficulties (EBD) and a range of other diverse needs. Designed to accommodate up to two young people at a time, Olive Lodge provides a safe and nurturing environment where young people can explore new opportunities, form meaningful relationships, and enhance their confidence, independence, and social-emotional skills.

Willow Lodge is a three-bedroom home located in Burton Upon Trent, dedicated to supporting young people aged 7-17 with emotional and behavioural difficulties (EBD) and a range of other diverse needs. Designed to accommodate up to three young people at a time, Willow Lodge provides a safe and nurturing environment where young people can explore new opportunities, form meaningful relationships, and enhance their confidence, independence, and social-emotional skills.

What we are looking for:

Success in this role starts with reflecting on your personal qualities and the strengths you can bring to the team.

- Are you passionate about working with young people?
- Do you feel confident in yourself, comfortable working with children, young people, and other professionals?
- Are you a strong team player, ready to work with and support others to achieve shared goals?
- Do you have excellent communication skills?
- Is caring for and supporting others something that comes naturally to you?
- Can you build positive, trusting relationships and are you willing to put in the effort to maintain them?
- Are you resilient, able to stay calm and composed even in challenging situations?
- Can others trust you with important responsibilities?
- Are you able to drive and hold a full UK manual or automatic driving licence, or a valid overseas driving licence?

What will I be expected to do:

As a Waking Night Support Worker, you are expected to remain awake and alert throughout your entire shift to ensure the safety and wellbeing of each child in your care. This role is essential to providing a calm, supportive, and secure environment during the night hours.

At Lundi Education and Care Services, the safety and wellbeing of the children we care for is our utmost priority. You will be responsible for ensuring their safety throughout the night and must remain alert and responsive at all times. A comprehensive understanding of our safeguarding policies is essential, guiding your actions to protect and support each child effectively.

- Carry out regular welfare checks on the children during the night and maintain clear, accurate records of your observations.
- Support children with bedtime routines tailored to their individual needs, ensuring consistency, safety, and reassurance.
- Offer empathy, comfort, and appropriate responses to children's emotional or behavioural needs, particularly during vulnerable moments at night.
- Where suitable, engage children in calming or supportive activities to help them feel secure.
- Support the day team by preparing materials or spaces needed for planned activities and key working sessions.
- During quieter periods, maintain cleanliness and hygiene standards in the home and complete administrative tasks.
- Communicate professionally with out-of-hours services, respond to phone calls appropriately, and handle queries or messages with accuracy and composure.
- Follow the correct protocols if a child goes missing, including the Philomena Procedure.
- Use electronic systems effectively and ensure all records and paperwork are accurate and up to date.
- Always follow safeguarding procedures, report serious concerns immediately, and keep your manager informed of developments.

- Follow health and safety rules at all times to protect children, colleagues, and yourself.
- Maintain confidentiality and respect the privacy of children, families, and colleagues.
- Be a positive role model, demonstrating care, professionalism, and behaviour for children and colleagues to look up to.
- Promote equality, fairness, and respect in line with the Equal Opportunities Policy.
- Contribute to a safe, supportive, and nurturing home environment.
- Attend training and meetings and be proactive in developing your skills.
- Be flexible and adaptable, ready to take on new or unexpected tasks when required.
- Adhere to workplace rules, including the no-smoking policy.
- Be willing to travel to other sites when needed for training, meetings, or support.

This list doesn't include everything you might do. You'll be expected to take on other tasks if your role changes or if it helps Lundi Education and Care Services achieve its goals.

Person Specification

A= Application Form, I = Interview

Qualifications and Experience	Essential	Desirable	Source
Experience in a care/support environments i.e. charities, Inclusive Education Environments, Health and Wellbeing Centres, health care, Care homes, nursing homes, Youth Services and Clubs etc.		X	A, I
Either holding a Level 3 qualification in Residential Childcare or a commitment to completing a course to obtain one.	X		A, I
Previous experience in working with children, young people or adults with emotional and behavioural difficulties.		X	A, I
Skills and Ability	Essential	Desirable	Source
Excellent verbal and written communication skills	X		A, I
Good computer skills, with strong attention to detail and effective record-keeping.	X		A, I
Ability to build professional, positive relationships with young people and role model.	X		A, I
Demonstrates high emotional resilience in response to the challenges of the role.	X		A, I
Willing to seek guidance and support when necessary and open to acknowledging mistakes for continuous professional growth.	X		A, I
Able to work collaboratively within a team while also taking initiative.	X		A, I
Able to develop creative and effective activity sessions.	X		A, I
Knowledge	Essential	Desirable	Source
Knowledge of the basic needs of children and young people.	X		A, I
Understanding of the role of a Residential Child Care Worker.		X	A, I

Understanding of the principles of safeguarding and Child Protection legislation.		X	A, I
Personal Qualities	Essential	Desirable	Source
Enthusiasm and flexibility.	X		A, I
High level of integrity and honesty.	X		A, I
Calm and composed even in challenging situations.	X		A, I
Commitment to personal development and willingness to undertake further training as required	X		A, I
General	Essential	Desirable	Source
In good physical health to allow for safe physical interventions.	X		A, I
Full UK Driving License.		X	A, I
On the DBS update Service.		X	A, I