Night Support Worker – Children With Disabilities

Grade 6

Our Vision

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

Our Outcomes

Everyone in Staffordshire will:

* Have access to more good jobs and share the benefit of economic growth
* Be healthier and more independent for longer
* Feel safer, happier and more supported in their community

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

* Ambitious – We are ambitious for our communities and citizens
* Courageous – We recognise our challenges and are prepared to make
courageous decisions
* Empowering – We empower and support our people by giving them
the opportunity to do their jobs well.

About the Service

Directorate Purpose and Values

Staffordshire County Council is one of the largest local authorities in the UK with an ambitious vision for Staffordshire and its people. Achievement of that vision will be underpinned by the support of the county council’s Economy, Infrastructure and Skills directorate (EIS). The vision for EIS is to help Staffordshire’s economy grow, so that everyone has the opportunity of a good job and good prospects in a beautiful, safe, accessible, vibrant, cultural, prosperous, business friendly and sustainable county.

**Vision Statement for Families First**

‘To work with partners and families in Staffordshire to enable vulnerable

children and young people to be safe and secure; to promote physical and

emotional well-being and to help them achieve their full potential within

their communities’.

This shared vision has been developed by a range of people involved in and

committed to high quality, strong and effective children and families’

services in Staffordshire. It incorporates views and ideas from managers,

front-line practitioners and service users who will be the key contributors to

making the vision a reality.

**Purpose and values of working with children and families**

Families First works closely with partner organizations and our approach is

built on the firm foundations of an integrated ‘team around the family’. We

facilitate local support and evidence-based intervention for children and

families to prevent needs escalating to a level requiring statutory specialist

services. Where specialist services are needed, we ensure that timely and

effective decisions are made to secure the best outcomes for a child’s

future.

Our staff and services are based in localities to provide easy access to

families and we work with schools and academies, with Police, health

services and a range of other partners through our Local Support Teams to

prevent children, young people and families requiring more intensive

support.

**Our Core Purpose** – What we do to help vulnerable children and young

people in Staffordshire:

* Ensure resources are used in the most effective and efficient way to achieve sustained improvements to the lives of children, young people and families.

We will share information with commissioners and partners to develop effective and efficient services

We’ll know we have succeeded when we can provide evidence that we are achieving our core purpose within the resources available.

* Work with children, young people and families that are at risk of their needs escalating to a level that requires statutory intervention.

We will invest in services to prevent needs escalating and will recognise that children’s needs are best met within their own family and community, where this is safe to do so.

We’ll know we have succeeded when an increased proportion of children, young people and families report improved outcomes.

* Involve and engage children, young people and families in aspects of the services that we develop and deliver.

Families First is committed to involving and engaging children and young people, and we will ensure that our services continue to be fully responsive, that practice is focused on children and young people’s needs and that their views are built into the design and delivery of services from the outset.

We’ll know we have succeeded when children, young people and their families tell us they are satisfied with our services; that they feel involved and we can provide evidence of where we have acted on service user feedback.

* Share responsibility with partners to achieve positive outcomes for children and young people.

Working with our partners we will deliver services to children and young people to achieve positive outcomes that respond to and meet individual and locality needs.

We’ll know we have succeeded when we have evidence to show that shared outcomes have been achieved.

Looked After Children’s Service

The Service’s function is to ensure that all Staffordshire’s Looked After Children and Care Leavers achieve their full potential. The Service works in partnership with children, families and other professionals to promote resilience and improved outcomes for children by providing and supporting non-stigmatising, stable placements and after care arrangements.

Disability Resources

The Service’s function is to provide a range of flexible short breaks to meet the needs of disabled children and their carers.

Short breaks take place during the day, evening, overnights, or weekends, and activities and can take place in the Resource Centre, Family Link, home or community setting.

Disability Resources work closely with disabled children, their parents and carers and a range of other professionals, including Independent Futures, to facilitate short break packages to provide a range of positive opportunities for disabled children and give parents and carers a break from their caring responsibilities

Reporting Relationships

Responsible to: Children’s service Manager

Responsible for: N/A

Key Accountabilities:

To be responsible for skilled cooking activities connected with the full range of meals. This will include the preparation of menus in consultation with the children, portion control, the provision of special dietary meals (to include needs such as vegetarian, cultural background and medical and behavioural needs), to ensure balanced and nutritious meals are prepared within a budget. As a member of the team in a Children's Short Breaks Centre, to be aware of Child Protection issues.

 • To be responsible for all activities associated with the preparation and cooking of meals in a kitchen producing meals for the residents.

• To maintain records, in accordance with Departmental procedures, in connection with ordering of supplies, stock control and Hazard Analysis at Critical Control points (HACCAP).

• To work with the young people in producing the menus.

• To contribute to Individual Placement Plans by working with young people, on a one-to-one basis where appropriate, to prepare meals to enable the young people to develop skills for future independence.

• To participate where appropriate in meetings concerning Individual Placement Plans.

• To be involved in Development Plans for the Home and participate in Staff Meetings as required.

• To ensure that the standards of hygiene, health and safety in the kitchen are maintained in accordance with Food Hygiene Regulations.

• To direct other ancillary staff and to undertake cleaning in conjunction with domestics.

• To undertake any other duties required by management, which are commensurate with the grading of the post.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

**Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service

**People Management**

Engaging with People Management policies and processes

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the County Council’s corporate climate change strategy.

**Health and Safety**

Ensure a work environment that protects people’s health and safety and that promotes welfare and which is in accordance with the County Council Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **Minimum Criteria for Disability Confident****Scheme \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership*** GCSE or equivalent in 5 subjects, including English and Maths
* NVQIII Caring for Children & Young People / Level 3 Diploma for Children, Young People Workforce (QCF)
 | A |
| **employer_small** | **Knowledge and Experience*** Work with children within a care setting
* IT literate
* Understanding of reasons children become Looked After
* Understanding of Child Protection issues
* Knowledge of Health & Safety issues
 | A/I |
| **employer_small** | **Skills*** To meet the care needs of children receiving short breaks
* To establish and maintain good working relationships with children and colleagues
* To have good written and verbal skills
* To assess the needs of children and respond appropriately to such needs
* To work as a member of a team
* To manage challenging behaviour
* To diffuse conflict
* To learn from experience
* To prepare and actively participate in the supervision process
* To work within legal constraints and Departmental Policies and Procedures
* To ability to maintain a safe working environment in compliance with Health and Safety Standards and Regulations, including Risk Assessment Management
 | A/I/T |
|  | **Other*** To be physically function to restrain
* To be available to work unsocial hours including weekends and Bank Holidays
* To work in other resource centres in order to provide additional support
* To undertake domestic/housekeeping duties as detailed by the management team.
 | A |

****If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job center plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **Shared Services on 01905 947446**

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