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| **JOB DESCRIPTION** |
| Job title: | Autism Practitioner - Nights  |
| Department: | Residential |
| Responsible to: | Home Manager |
| Hours of work: | 38 hours per week (4 nights) or28.5 hours per week (3 nights) (shift work including bank holidays and weekends) |
| **Job Purpose**To support young people in establishing and maintaining healthy sleeping habits, to support them in overnight continence management and / or toileting programmes.To ensure that the young people receive care and support throughout their sleeping hours, that maintains their personal and environmental safety of the home within which they reside. That through effective night-time support and supervision, the young people will grow and develop, enabling them each to achieve their aspirations and lead fulfilling and purposeful lives.To positively and proactively promote a person–centred caring environment through high standards of professional practice ensuring each young person’s individual care, social and emotional needs are met. |
| **Responsibilities****This is a waking night position and therefore you are expected to be awake for the entirety of your shift.** * Promote the Prior Approach and ethos of the provision through your Waking Night shift. Ensure a positive and proactive person-centred environment through care and professional practice which focuses on a healthy lifestyle, and appropriate night-time activities.
* Ensure that the Safeguarding Vulnerable Children and Adults policy is adhered to and correct procedures are followed for any incident or concern around practice.
* Develop and maintain professional relationships with young people, parents, staff and external professionals.
* Participate in organising and leading young people’s activities as required as part of their night-time routine.
* Ensure all medical needs are met and that medication is administered in line with the GP’s recommendations and training as per Prior’s Court procedures.
* Contribute to and implement risk assessments as required.
* Undertake lone working with young people or groups of young people as required, in line with Prior’s Court’s lone working policy and procedure.
* Support the young people to meet their night-time needs as necessary for example, to prepare drinks, or to use the bathroom, change clothing, pads or bedding as required.
* To undertake additional tasks and jobs as directed by the Night Team Leader and / or Shift Lead.
* To undertake at least hourly checks on each child / young person within the home and ensure that this is recorded on Prior Insight.
* Ensure the needs and interests of the young people are effectively monitored, recorded and reported which includes the completion of accurate and factual nightly records and written reports as required.
* To work flexibly to support the young people off site during the night when required in an emergency or planned situation, such as young people’s holidays (off site) and hospital stays.
* Undertake Night Key Working and Co-ordinator responsibilities for individual young people.
* Contribute to care planning and participate in review reports and meetings assisting in the implementation of a young person’s This is Me plan.
* To mentor employees who are new to the role.
* Ensure the residential accommodation is maintained to a high standard.
* Report any malpractices or evidence of malpractice in accordance to Prior’s Court guidelines, specifically the Safeguarding and Whistleblowing Policy.
* To attend, commit to and fully participate to regular professional supervisions, appraisals and personal development plans.
* To move between homes as directed by the Night Team Leaders to ensure the organisational needs are met to ensure continued safe working levels across the whole site.
* Keep abreast of good practice in order to develop skills, knowledge and experience.
* Promote and ensure equal opportunities and diversity policies across the provision.
* Undertake any other task as directed and to always operate in a style that is consistent with the values and vision of Prior’s Court.
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| **PERSON SPECIFICATION** |
|  | **Required (minimum)** | **Desired** |
| **Experience (technical, managerial, industry)** | No previous experience required as full training will be provided | Awareness of special complex needs or autistic spectrum |
| **Education/qualifications****(professional, vocational)** | Educated to GCSE level or equivalent Level 3 diploma in Residential Childcare or prepared to undertake within a 12 month period during employment  |  |
| **Skills/Knowledge** | Must follow all best practices, procedures and internal policies  | Awareness of Safeguarding |
| **Personal Attributes** | Able to demonstrate calm and resilient qualities when working under pressureReliable and flexible approach - ability to work shifts including weekends and bank holidaysPhysically fit and able to support our young people in activities |  |
| ***All positions at Prior’s Court are subject to receipt of a satisfactory enhanced DBS check, a subscription to the DBS update service and satisfactory references in conjunction with statutory requirements outlined by Ofsted / Care Quality Commission (CQC)*** |