CYNGOR SIR *POWYS* COUNTY COUNCIL

JOB DESCRIPTION

Minimum age of Employment is 22 years old

Position Title:	**Night Residential Care Worker**
Position Number:	**CHL6708**
JE Code:	**CSS120**
Service:	**Children's Services**
Location/Work Base:	**Brecon**

this is a place based worker position and therefore the post holder will be required to work from a specific base, as identified

Grade:	**Grade 6 Plus 25%** **£36,339 - £38,143 per annum pro rata**
Contracted hours:	**36 hours, Permanent**
Reporting to:	**Registered Manager**
Responsible for:	**None**

Summary

About the role:

You will work on a night shift basis in a small Children's Home in a rural community within South Powys. The home supports children and young people with learning disabilities and physical disabilities. Working within a small Children's Home in a rural community in South Powys, you will help create a safe, nurturing, and inclusive environment where children and young people are encouraged to develop their independence, reach their full potential, and have their voices heard. You will promote positive outcomes by supporting their individual needs, wellbeing, learning, and personal development, ensuring they feel valued, respected, and empowered in all aspects of their lives

About you:

• We are looking for people who care and can connect with young people.
• You will enjoy participating and sharing activities, interests, and life skills.
• You can listen to children and young people with dignity and respect.
• You will enjoy working in a small team that is reflective, resourceful, contributing to a culture of trust and open responsibility
• You will understand the importance of providing professional specialist to provide a safe and effective service, delivered in a way that is sensitive to the needs of children and

young people.

What you will do:

You will work on a night shift rota to provide continuous care as part of team to the children and young people living in the home.
• You will build positive relationships through nurture, teaching connection with a patient and calm manner and promote healthy, safe routines by creating a warm, inclusive home.
• You will organise and promote activities for children and young people to learn new things and explore interests, hobbies, and life skills within the home and the local community.
• Work in partnership with families and carers of young people in achieving the aims and objectives of the young people's plans.
• You will follow agreed policies, procedures, and legislative standards in your work. Always striving to keep up to date with best practice.

If you have any questions about the role, please contact:
Brendan Hackett
recruitment@powys.gov.uk

Your responsibilities will be:

1. The postholder will be required to assist the Registered Manager – Children's Services to provide a quality service that meets the individual needs of the children and young people living within the residential provision throughout the duration of the night.

2. The postholder will be responsible to support with all aspects of day to day living within the Children's Home. The postholder will be required to work on a shift basis throughout the duration of the night.

3. To work a night rota that will consist of night - time working. To encourage a culture of flexibility and team working amongst the workforce and be prepared to work in other residential children's homes within the county of Powys if required.

4. To actively promote, participate in and ensure the provision of high standards of physical care, hygiene, safety and welfare of all young people. Ensure the home is that of a warm, accepting environment within which the emotional, social, educational, cultural and spiritual needs of individual young people can be met. To be an effective role model and to promote professionalism at all times.

5. To ensure the procedure for security, monitoring and control of medication is followed as well as implementing guidelines for administration of medication as appropriate, and to support the Night Care Officer/Shift Leader to administer any prescribed or non-prescribed medication. To observe, assess and monitor young people's health, development and emotional well-being and interpret verbal and non-verbal signs, initiating appropriate action when necessary.

6. To ensure that The All Wales Child Protection Procedures 2008, including the Local safeguarding arrangements of Powys County Council are adhered to. That

staff are following The Children Act, 1989 and The Regulation and Inspection of Social Care (Wales) Act 2016 -The Regulated Services (Service providers and responsible individuals) Wales Regulations 2017 and The Social Services and Wellbeing Act 2014 are adhered to within professional practice. To keep up to date with new developments, Theory and practice within residential childcare. To actively participate in own development and supervision arrangements and to promote professional practice as according to Social Care Wales' Professional Code of practice.

7. Where appropriate, to assist in formulating the assessment of needs and in the formulation of individual personal plans for young people, that are consistent with Children's Services Care Plan, in conjunction with senior colleagues and other professionals. To work in partnership with families and carers of young people in achieving the aims and objectives of the young people's personal plans, risk assessments and education. To encourage and share in supporting young people with school attendance, develop life skills, social skills, and age appropriate independence.

8. To operate appropriate systems for children, undertake work on a "task and finish" basis under the direction of the Night Care Officer/Shift Leader and the home's management team.
   To maintain accurate case records, including maintaining records and compiling reports for planning meetings, reviews and other meetings as appropriate. To maintain "key worker" tasks and responsibilities as directed.

9. To ensure that all activities within the home are carried out with due regard to health and safety requirements, undertaking risk assessments where appropriate and being responsible for the health, safety and welfare of all young people and staff.

10. To ensure the security of the home, including contents, confidential records, cash, keys, furniture and equipment, young peoples' clothing and possessions are maintained. To report any deterioration in the condition of the premises to the Management team and arrange for any maintenance work as directed.

11. To follow the home's policy that is in place for the appropriate use of control, restraint or restrictive practice which reflects current national guidance. This will then support the management of behaviour for individual young people and the group of young people living in the Children's Residential Care Home.

DBS:

Because of the nature of the work involved the post that you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). This position has a requirement for an enhanced DBS check, this position is classed as regulated activity under the Safeguarding of Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012 and will be subject to a check to the list of those people barred from working with children.

Because of the nature of the work involved, the post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in

2013) - This position may have a requirement for a Baseline Personnel Security check (BPSS).

Health and Safety Statement:
To address health and safety policies and arrangements in a pro-active manner to ensure that a high standard of safe working practices are maintained.

Equalities Statement:
To actively support and implement the principles and practice of equality of opportunity as laid down in the Council's Equalities Policy.

Welsh Language Requirement:
Welsh language skills are desirable

NOTE;

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the 'Principal Responsibilities of the Job'.

All applicants are asked to read carefully the requirements of the job. The Council welcomes your application if you believe you meet all the essential criteria of the person specification. To be considered for care delivery roles it is essential that you are currently able to provide close personal care to our care residents.

PERSONAL SPECIFICATION

Do you think you're the right person for the role? Then, demonstrate you meet the following criteria in your application.

Experience

Essential

- Previous experience and an ability to demonstrate experience of working with children or young people in a paid or unpaid capacity
- Ability to motivate children and young people
- Ability to organise and plan activities

Knowledge

Essential

- Childcare Legislation
- Child Development
- All Wales Child Protection Procedure

Desirable

- Health and Safety legislation
- Children's Rights
- Care planning process

Qualifications and Training

Essential

- Diploma Level 3 in Health and Social Care, Children & Young People Wales and Northern Ireland (including predecessor qualifications as stipulated by Social Care Wales) or willingness to undertake training and achieve the qualification within two years of commencement of employment
- Commitment to undertaking any qualification relevant to this post as defined in the Powys Social Services Qualification Framework
- Willingness to undertake manual handling and Team Teach Training as appropriate to the post.
- To Register with Social Care Wales for Wales as a Social Care Worker, if not already registered

Personal Qualities

Essential

- To work in a Child centred approach
- Teamwork- ability to support and guide colleagues, and work as part of a team
- To work with integrity in an honest and consistent manner
- Have the ability to manage own and others stress
- Be emotionally resilient
- Good interpersonal skill and an ability to establish appropriate relationships with appropriate boundaries

Skills

Essential

- To establish good working relationships with children and young people based on respect and openness
- Ability to work using own initiative
- Ability and confidence to act as an advocate for children and young people
- Ability to communicate in an effective manner that is supportive for the young people. This will include an ability to speak, listen, write and use ICT effectively.

Other Requirements

Essential

- Observe confidentiality at all times in relation to the Home and its young people, recognising the vulnerability of the young people.

Welsh language skills are desirable

Recruiting manager: Ryan Belcher-Jones
February 2020/Updated December 2021

Our values:

Professional
Whatever role we play in the council, we act with professionalism and integrity

Positive
We take a positive attitude in all we do

Progressive
We take a proactive and responsible approach to planning for the future

Open
We keep each other informed, share knowledge and act with honesty and integrity

Collaborative
We work constructively and willingly on joint initiatives

How to apply

You will need to complete the online application, it's simple, just follow the process step by step.

Top tips:

- Read the Job Description and Person Specification carefully and evidence that you meet all of the essential criteria in your supporting statement.
- Sell yourself and where possible give examples
- List your qualifications that are relevant for the position, as detailed in the person specification.
- Ensure one of your referees is from your most recent employer or if this is your first job why not ask a school teacher or tutor, just ensure you know them at a professional level.
- Be honest Tell us about any gaps in your employment history
- Complete the application in full

Next steps

The closing date for applications is 29/11/2026
Once submitted we will email you to let you know we've received your application.
We will be shortlisting the applications on 30/11/2026. We will email you either way if you have been successful. So, keep an eye out in your inbox!

The interviews will take place on TBC

We wish you luck with your application.