



WAKING NIGHT SUPPORT WORKER - Job description

At Inspire, we aim to become the provider of choice and deliver exemplary care for children with learning disabilities in the UK. Our aim is to ensure that our children are not disadvantaged and any disability is seen as an opportunity for innovative and inspirational thinking.

A Waking Night Support Worker is responsible for supporting young people by providing physical and emotional care during a waking night shift. This involves working as part of a team to maintain a stable, happy and caring environment that puts the health, safety and welfare of young people first. Basic but vital parts of this include regular and punctual attendance at work, the need to act professionally and to be a good role model for young people and other staff. A Night Support Worker may be required to work in any part of the portfolio.

Main purpose of the role:

- To use your professional curiosity to make rapid informed decisions as to whether calls need to be made to 999, 111 or the management on call manage and act upon any instruction or guidance provided.
- To remain vigilant and do everything possible to protect young people and others from abuse of a physical, emotional, sexual, neglectful, financial or Institutional nature. This includes an absolute requirement to report any incident of this nature you witness, hear about or suspect.
- To be responsible to the Home Manager for undertaking delegated tasks to ensure that the service needs are met.
- Promote a motivated, inspired and energised environment that reflects positive staff engagement, responsibility and accountability.
- To recognise the potential capabilities of all our children, providing opportunities, encouragement and support both physically and emotionally. Where others may see limitations, we inspire to deliver innovation.

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- To achieve optimum outcomes, communication and ability to use a variety of systems including body language, Makaton, PECs, verbal communication and basic sentence structures will be key to this role.
- To safeguard all children by demonstrating your knowledge of policies and procedures and implementing these. To have the confidence and evidence your professional curiosity with colleagues and senior colleagues alike that will improve our care and safeguard the children.
- To have sound knowledge to implement the whistleblowing policy regardless of whom this may involve.
- To attend work reliably and punctually.
- To have an excellent knowledge of the on-call process and to be confident to notify on-call should the need arise.
- To know where Inspires policies are kept within the home and to be aware of and follow their contents.
- To encourage regular sleep patterns, support evening, and night activities in accordance with a young person's care plan.
- To adhere to children's physiotherapy needs during the night, which may include the setting of sleep systems or support a child with orthotic equipment.
- To adhere to children's skin integrity vulnerabilities and follow all care plans.
- To build and promote good relationships and communication with young people and staff.
- To do everything possible to maintain a safe, clean and enjoyable environment for the young people to live in, your duties will include maintaining cleanliness of the environment and general housekeeping.
- To learn about young people's individual needs and help meet those needs in the most appropriate way; to assist in the person-centred planning process and promote a young person's choices.
- To make sure health and well-being needs are met. This may include undertaking some form of personal care during the night.
- To attend a minimum of 1 in 4 team meetings and every waking night meeting, complete handovers, waking night logs, check communication books, notice boards, diaries to seek relevant communications.

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- To ensure you have read and received a copy of the Waking Night letter.
- To ensure the security of the property throughout the night such as doors and windows are closed, doors are locked and the garden is secure etc.
- To remain awake on shift at all times and available for any support the children may require.
- Complete regular visual checks as per each child's care plan as well as supervise via visual monitors where appropriate
- Handover any necessary information to the day team to ensure continued support.

You are entitled to a full handover from the day staff to enable you to carry out your shifts effectively and proactively.

- To keep clear, accurate and appropriate records in line with policies and procedures.
- To ensure an accurate handover is given to oncoming day staff and recorded in the appropriate place.
- To support young people who may exhibit challenging behaviours, safely and supportively, by using the skills and approved approaches learnt through training; promoting positive behaviour management.
- To support children who have health complexities to a good standard ensuring their safety and wellbeing at all times and raise to Managers any changes which are required.
- Should a child become unwell or have a seizure they are reliant upon you to take the appropriate action including administration of medication and/or to call an ambulance as per child specific protocols.
- To take an active part in training, to provide the necessary skills, knowledge and qualifications required to effectively fulfil the role of night support worker.
- To carry out, as and when required, any additional tasks and responsibilities as are reasonably compatible with this job description and its objectives.
- To record and report any incident or physical intervention relating to young people in line with Inspire policy and procedures.
- To record and report any health and safety issue or concern in line with Inspires policy and procedures.

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- To record and report any health needs or medical emergencies in line with Inspires policy and procedures.

Health & Safety:

In carrying out the tasks in this job description you have a duty (under Health & Safety legislation) to take reasonable care for the health and safety of yourself and that of others.

This implies taking positive steps to understand the hazards in the workplace, to comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk. This includes contributing to a safe and secure environment for young people.

This duty includes checking that any person entering your home has a right to do so and their visit is recorded in accordance with Inspire procedures.

Most demanding aspect of the role:

Being a Night Support Worker at your home is a rewarding job. Being on a waking night duty can be demanding. The nature of night work is such that the number of staff on duty can be less than those on a day rota, so communication and understanding within the team is essential. In addition to this management presence during these hours is minimal although we do operate an on-call system and therefore it is pivotal that your professional curiosity, knowledge of safeguard and ability to think quickly is at the forefront of your waking shift.

It is expected for you to work as part of a team through:

- Being aware of the aims and objectives of the home and working collaboratively with colleagues to achieve them.
- Attending team/ staff meetings and making a positive contribution to them.
- Actively contributing to the development of the team.

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- Receiving and storing information to improve communication.
- Being aware of care plans and risk assessments for all young people and providing support for colleagues by maintaining consistency in the execution of those plans.
- Attending and contributing to regular supervision sessions in line with the Quality Standards.
- Monitoring the conduct of colleagues and referring on any causes for concern (Whistleblowing) .
- Reporting any staff sleeping on shift to the Manager immediately.
- Being familiar with all policies and procedures and adhering to them
- To understand the potential to attend any emergency hospital admissions through the night in order to provide support a child.

Signature	
Date	

Please ensure once signed by all night staff a copy is scanned to joanne.tunstall@caretech-uk.com for their electronic file and also to place on their personnel file within the home.

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