



**Alderswood**  
**Living & Learning with Autism**  
1 South Lodge Farm  
Ecton

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**Alderswood residential school/homes are for children and young adults with complex Autism Spectrum Disorders, learning disabilities and challenging behaviours. There are two located in Rushden and one located in Irchester. All provisions are located close to the A45 to the east of Wellingborough, Northamptonshire.**

**JOB TITLE - CARER WAKING NIGHT STAFF**

**DUTIES:** You will be supporting individual residential children/ young adults with severe and complex Autistic Disorders. You will take responsibility for the personal needs of residents including domestic and cleaning duties where necessary and appropriate.

You will supervise children/young adults in appropriate activities when sleep patterns are broken, maintaining the consistent use of the structured support system (TEACCH) that functions within all home/schools for each individual resident.

You will prepare activities and services in preparation for day time shifts.

You will be required to complete four day shifts per year for training purposes within the unit by arrangement with the Registered Manager. You will also be required to attend training and the occasional daytime staff meeting. Times and dates of these will be advised to you in advance.

You will monitor observations of sleeping and toileting patterns; maintain night log and reports. You will always be on a duty team of two/three waking carers. Please note that Alderswood do not offer any night sleeping posts.

The post holder will be responsible to the Registered Manager, Deputy Manager and Shift Leaders.

**SALARY RANGE:** Hourly rate £7.47 - £8.48 (£13,602.68-£15,440.80) per annum) scale point depending on experience/qualifications.

**HOURS:** Average 35 hours per week  
(4 x 10 hours shifts per alternate week).

**SHIFTS:** 9.15 p.m. to 7.30 a.m.

**CONDITIONS:** 33 days annual leave (taken by agreement with Registered Manager).  
Company pension contribution @ 3.0% of salary after 3 months (full time staff only).  
Car share allowance.

**Please note that this is a highly responsible job in the care of vulnerable and challenging children and young adults. Under no circumstances should the post holder who will be on a waking duty for the full ten hours consider this to be a role to be fitted around full time or other onerous**

**commitments. It is our policy that all full time employees do not hold any position within another organisation whilst in Alderwoods employment.**

## **PERSON SPECIFICATION – CARER WAKING NIGHT STAFF**

### **Skills and Knowledge:**

Understand the needs and rights of people with disability.  
Demonstrate an understanding of the behaviours and the learning difficulties associated with Autism.  
Be able to support the client with domestic duties.  
Be patient, resourceful and level headed in coping with challenging behaviours.  
Effective communication skills; written and verbal.  
Be able to liaise with relatives, colleagues, professionals and other external agencies.  
Be able to participate in hand over meetings and use written procedures as required.  
Be able to work cooperatively within a team.

### **Personal Characteristics:**

To be sensitive to the special needs of the client group.  
To be able to maintain confidentiality.  
Show initiative, flexibility and be calm in a crisis.  
Show a willingness to learn.  
Willingness to participate in supervision and appraisal.  
Be committed to develop further skills and understanding of care provision in general and autism in particular by attending training programmes both in house and external.  
Be physically fit to cope with demanding and challenging clients.  
Be reliable, positive and punctual.  
Be able to work shift patterns.  
Preferably have own transport.

### **Experience:**

Previous experience in a care setting or similar is desirable.  
Have some experience with children, young people or adults with learning difficulties.  
Have worked within a bona fide organisation (care/education/health).  
Relevant qualifications an advantage e.g. NVQ level 2 in Health and Social Care or a relevant BTEC National Diploma.  
Have full and verifiable employment history that shows consistency (please note that agency working alone is not normally acceptable for this post).

**NB:** All staff prior to appointment must be cleared through the Criminal Records Bureau (enhanced). All appointments are made subject to two satisfactory professional references. All applicants must be 18 or over. In order that Alderwood complies with the Asylum & Immigration Act 1996, if you are called for interview we ask that all of our job applicants supply us with documentation which confirms their eligibility to work in the UK. If you require a list of acceptable documentation kindly contact the head office. All successful applicants will be subject to a six month probationary period.

**April 10**

**Alderwood LLA Ltd. Registered in England No. 3876881 Dcsf No. 928/6068**

**Directors: JS Wadlow, RS Wadlow & AS Roberts**