



**Creative Support Ltd, Head Office**

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## Female Waking Night Support Worker

**Reference: 81954**

### Brent Services

Thank you for your interest in the above post, please find the specific role requirements and duties for this post detailed within this document. When completing the application form you may submit additional documentation however we cannot accept a CV as a completed application.

### Closing Date: 20 October 2025

Once you have submitted your application form allow *10 working days* after the closing date for a response. Please return the application form by email to [recruitment@creativesupport.co.uk](mailto:recruitment@creativesupport.co.uk) or by post to Recruitment, Creative Support, Head Office, Wellington House, 131 Wellington Road, Stockport, SK1 3TS.

We are very much looking forward to receiving a completed application from you.

Yours Faithfully

### Recruitment Department

*Please note that all employees are required to complete an enhanced DBS check.*



## JOB DESCRIPTION – FEMALE WAKING NIGHT SUPPORT WORKER

### Brent Services

**Hours:** 20-40 hours (2-4 nights) per week, to be worked flexibly according to the needs of the service.

**Responsible to:** Supported Living Services Manager and other Senior Managers

**The Role:** To provide individualised, person centred support to individuals with profound and multiple learning disabilities within our two Brent-based supported living services, Manor Drive and Beechcroft Gardens. To enable individuals to enjoy a fulfilling and valued life, to participate in the community and to develop their abilities as fully as possible. To contribute to a consistent team approach.

#### Main Duties:

1. To develop and sustain warm and trusting relationships with service users.
2. To promote the self-esteem, happiness and emotional health of service users.
3. To offer unconditional positive regard to service users, to respect right to privacy and to ensure that their dignity is maintained at all times.
4. To encourage and support service users to express their needs, views and concerns. To enable service users make choices and decisions and to participate as fully as possible in planning and decision-making processes. To enable people to contribute actively to decisions regarding their own care, support and activities through verbal and non-verbal communication methods which are tailored to their individual needs (e.g. Makaton, BFL, PECS).
5. To respect and promote the rights and entitlements of people with learning disabilities and to enable them to participate as fully as possible in their communities and to maintain community connections.
6. To enable service users to achieve their goals and dreams by working alongside them to develop and implement within their person centred plans. To be responsive to changing needs and preferences.
7. To support service users in maintaining the safety, security, cleanliness and comfort of their homes. To support service users in understanding and adhering to the terms and conditions of their tenancy agreement and in enjoying the rights and responsibilities of being a tenant.
8. To provide respectful personal care in accordance with the needs, wishes and preferred routines outlined in the individual's personal support plans.
9. To follow agreed guidelines for the provision of support and assistance to individuals with mobility needs. To use aids, lifting equipments (e.g. hoists), monitoring alarms and other assistive technologies in accordance to the guidelines.

**10.** To enable service users to become as independent as possible and to grow in confidence, competence and personal effectiveness in the following areas:

- Social skills/relationships
- Personal care & hygiene
- Daily living skills
- Managing money
- Using community resources and facilities
- Social, leisure and work activities
- Self organisation and coping abilities
- Personal safety

To achieve this by providing assistance, support, advice, teaching, role modelling and by motivating, encouraging and offering positive feedback. To always seek to actively involve service users in everyday tasks and activities.

**11.** To support service users in claiming their full benefit entitlement, budgeting and managing their personal finances as independently as possible to support their chosen lifestyle.

**12.** To support people to enjoy a wide range of activities within the home and community which meets their needs. To support service users in developing a socially valued lifestyle which includes a varied range of culturally and age appropriate experiences, building on their strengths, interests and aspirations. To enable people to access social, leisure, work and educational opportunities.

**13.** To ensure that service users receive all necessary advice, care and regular health checks to ensure their physical health and well being. To promote nutrition, relaxation, exercise and a healthy lifestyle. To observe and monitor the service users' emotional and physical well being and to inform the Registered Manager, families and other agencies of any concerns or significant changes in their needs, behaviour and circumstances.

**14.** To offer positive behaviour support to individuals who express their frustrations and needs through challenging behaviour by using appropriate strategies, management protocols and guidelines agreed with the multi-disciplinary team.

**15.** To work closely with the families of service users and other professionals involved in their care and support to provide coordinated services to meet the needs of the individuals. To encourage and support connections with families and friends. To positively and respectfully communicate with families and other professionals at all times.

**16.** To follow the guidance and risk management strategies outlined in the individual's risk management plan. To work in a safe and responsible manner to safeguard vulnerable service users from harm whilst ensuring they are able to make choices, enjoy new experiences and live a full life.

**17.** To ensure that vulnerable adults and children are safeguarded from harm. To comply with Creative Support and Council's safeguarding policy and procedures and to report any concerns regarding vulnerable adults or children with immediate effect to the Council, the Registered Manager and the Duty/On Call Manager.

18. To assist service users in the administration and monitoring of prescribed medication in accordance with the Scheme's Medication Policy. To carefully follow instructions for prescribed medication and to ensure that all medication is recorded in accordance to with agency policies.
19. To take appropriate action in the event of unforeseen incidents and emergencies, ensuring that the Registered Manager is informed promptly.
20. To follow health and safety guidelines carefully and to alert the Registered Manager immediately of any concerns in relation to Health and Safety issues.
21. To contribute to project records and individual case files.
22. To carry out and record all financial transactions involving service users within agency guidelines.
23. To carry out general administrative duties, housing management tasks and services as required.
24. To contribute to person centred reviews, through the provision of verbal and written reports and by attending Support Planning meetings.
25. All employees should be aware that due to the nature of work Creative Support undertakes there is a requirement to support service users with daily living skills and individual activities which will include moving and handling and may involve supporting people with personal care needs.
25. As a waking night worker you will be required to work autonomously and confidently. You will follow the requirements of the project at which you will be working in relation to supporting service users needs. This will require completing regular observations and checks on service users as detailed in individual support plans.
26. You may be required to carry out domestic tasks which could include assisting service users with their washing, ironing and general cleaning tasks as required.
27. You will be required to attend your shift on time and ensure that you are fully rested prior to undertaking your waking night shift. You will be required to stay fully awake at all times for the duration of your shift.

**Other:**

26. To notify Line Manager of planned whereabouts and to submit accurate timesheets weekly.
27. To provide regular verbal and written reports to colleagues.
28. To accept support, supervision and guidance from senior colleagues.
29. To carry out all work in a manner consistent with the aims of the project and the service principles adopted by Creative Support.
30. To comply with and to implement the Equal Opportunities Policy.
31. To maintain confidentiality at all times, in accordance with the agreed policy.

- 32.** To identify training needs in discussion with Line Manager and to attend training events and courses as required.
- 33.** To observe any written policies, procedures and guidelines for good practice agreed by Creative Support.
- 34.** To take on the role of shift co-ordinator when required.
- 35.** Any other duties as required.

**PERSON SPECIFICATION – FEMALE WAKING NIGHT SUPPORT WORKER**  
**Brent Services**

	<b>QUALITIES REQUIRED</b>	<b>How Assessed</b>	<b>Essential or Desirable?</b>
<b>1</b>	Ability to demonstrate unconditional positive regard and a warm, caring, respectful and person centred approach to supporting people with a learning disability, visual impairment and complex health needs.	Interview	Essential
<b>2</b>	Ability to engage with service users, to develop and sustain warm and trusting relationships.	Interview	Essential
<b>3</b>	Ability to demonstrate basic insight and understanding into the needs of people with learning and sensory disabilities.	Interview	Essential
<b>4</b>	Experience of providing care or support to people with a learning disability, visual impairment and complex health needs.	Application & Interview	Essential
<b>5</b>	Possession of relevant social care qualification (eg NVQ & Health and Social Care Diplomas).	Application	Desirable
<b>6</b>	Good verbal and non-verbal communication skills with the ability to tailor these to the needs and preferences of the individuals.	Interview	Essential
<b>7</b>	Good observational and reporting skills and the ability to contribute to a record keeping system. Candidates must demonstrate sufficient competence in spoken English and literacy to meet our requirements.	Application & Interview	Essential
<b>8</b>	Knowledge and skills in the use of total communication approaches (e.g. BSL, Makaton, PECS etc) and the use of communication aids	Interview	Desirable
<b>9</b>	Ability to work constructively and cooperatively as part of a team and to demonstrate self motivation, initiative and good sense of humour.	Interview	Essential
<b>10</b>	Ability to work safely and responsibly without direct supervision in the service user's own home and in the community.	Interview	Essential
<b>11</b>	A creative and resourceful approach to enable the full involvement and enjoyment of service users in daily living tasks and all activities. Ability to promote independence and to build on strengths, interests and abilities.	Interview	Essential
<b>12</b>	Understanding of the person centred aims and principles of Creative Support and the ability to put these into practice.	Application & Interview	Essential
<b>13</b>	Ability to maintain professional boundaries, to liaise in a professional manner with other agencies and to work in a positive and respectful way with the families and friends of service users.	Interview	Essential
<b>14</b>	Ability to follow guidelines to manage risks and specific instructions relating to medication, financial transactions and the use of lifting equipment and assistive technologies.	Interview	Essential
<b>15</b>	Ability to demonstrate respect and acceptance of difference and diversity.	Application & Interview	Essential
<b>16</b>	Ability to provide emotional and practical support with all aspects of everyday life including the provision of respectful personal care and assistance with mobility needs	Application & Interview	Essential
<b>17</b>	A non judgmental, accepting approach to working with people who may be challenging and the ability to cope in a mature way with conflict, distress and challenging behaviour.	Application & Interview	Essential
<b>18</b>	Ability to work in a calm, confident, patient and tolerant manner at a pace appropriate to the needs of the individual.	Interview	Essential
<b>19</b>	Ability to work flexibly and reliably and to demonstrate commitment and positive work ethic.	Interview	Essential

	<b>QUALITIES REQUIRED</b>	<b>How Assessed</b>	<b>Essential or Desirable?</b>
<b>20</b>	Enthusiastic and energetic 'can do' approach with the commitment to go the extra mile to enable service users achieve their goals. Must be in sufficiently good health to support service users.	Application & Interview	Essential
<b>21</b>	Willingness to attend training courses and events	Interview	Essential
<b>22</b>	Willingness to accept feedback and guidance to reflect on practice and to be accountable to service users, colleagues and managers	Interview	Essential
<b>23</b>	To have a clean driving licence and be willing to drive service users cars	Application Form	Desirable

## TERMS AND CONDITIONS – FEMALE WAKING NIGHT SUPPORT WORKER

### Brent Services

#### Pay Structure:

**£13.85 per hour (indexed to the London Living Wage)**

#### Hours of Work:

20-40 hours (2-4 nights) per week to be worked flexibly on a rota that will include evenings, weekends and public holidays according to the needs of the service.

#### Bank Holidays:

An enhancement is paid for working at Christmas and New Year. We do not pay enhancements for working evenings, weekends or any other public holiday.

#### Holidays:

20 days plus 8 statutory days for 37.5 hours contract. Pro rata for all other contracted hours

#### Bonus:

Employees will be awarded a one off bonus payment of **£100.00** (pro-rata for employees who are contracted to work less than 18.5 hours per week) once they have successfully completed their probationary period, which is subject to the following:

- Attendance is satisfactory
- End of Probationary Review is satisfactory
- Induction Checklist is complete
- Line Managers recommendation

#### Level 2 and/or Level 3 Health & Social Care Diploma:

All employees will be required to undertake and complete the Level 2 or 3 Health and Social Care Diploma in a pathway appropriate to their role. If you hold NVQ 2 or 3 in health and social care or equivalent you will of course not need to do the award again, but we may support you to undertake higher qualifications.

#### Development Pathway:

At Creative Support, we are committed to ensuring that all new staff feel welcomed, prepared and empowered as they begin their journey with us. We have a Development Pathway which has been designed to provide you with a structured and supportive induction programme. This combines practical orientation, core induction training, and a pathway towards future professional development opportunities.

Our development pathway will enable you to progress from entry-level roles to positions of senior leadership through tailored, structured, and values-led learning opportunities. By aligning with national strategies and our WE CARE framework, and embedding the principles of co-production, empowerment, and compassionate leadership, we aim to foster a workforce that is not only highly skilled, but motivated to make a meaningful difference to the lives of the people we support. Together, we are building a future where both staff and the people we support are enabled to live their best lives.

The pathway will empower you to develop yourself and your career by setting out how you can gain skills, access learning and development opportunities and progress in your career in a way that meets Creative Supports' strategic plan



**Disclosure Checks:**

All appointments will be subject to DBS enhanced disclosure and ISA checks.

**Probationary Period:**

The first six months will constitute a probationary period. When this is successfully completed, employment will be confirmed.

**Sickness Policy:**

Creative Support operates a discretionary company sick pay benefit scheme which is for the purposes of preventing hardship during times of serious illness. The eligibility criteria and conditions for payment of Company Sick Pay (inclusive of SSP) are shown in the Employee Handbook. You may be eligible for Company Sick Pay benefits subject to compliance with these criteria as follows:-

- Creative Support does not pay for the first three days of **any** sickness absence.
- First six months service - Not eligible for Company Sick Pay though you may be entitled to SSP.
- Six months to eighteen months service - Up to a maximum of four weeks at full pay.
- Eighteen months plus service - Up to a maximum of eight weeks at full pay followed by four weeks at half pay.

Company Sick Pay benefits may be withdrawn or temporarily suspended where performance or attendance is unsatisfactory.

**Pension:**

Creative Support operates an auto-enrolment pension scheme with the People's Pension.

**Death in Service Life Assurance:**

Creative Support has arranged death in service life assurance for all staff aged 18 – 65 who have permanent contracts. This policy pays out a sum equating to two times basic annual salary.

**Discretionary Benefits:**

Creative Support offers all staff a range of discretionary benefits in addition to statutory benefits. These include:

- Paid paternity leave
- Enhanced maternity leave
- Compassionate leave
- Carers leave

**Employee Counselling Service:**

All staff, their partners and members of their household have access to an independent confidential, 24-hour telephone counselling service and to legal and financial advice. In addition, up to 6 sessions of face-to-face counselling can be obtained. This service is delivered by professionally qualified and supervised counsellors and is provided free of charge.