Stayathome

Job Description – Mental Health Support Worker (Nights)

Job Title

Mental Health Support Worker (Nights)

Location

Accommodation-Based Mental Health Service- St Erme

Hours

Night Shifts (as per rota)

Job Purpose

To be a dedicated, compassionate, and resilient **Mental Health Support Worker (Nights)** to work with our accommodation-based service team. The service provides a **22-bed short-stay residential facility** supporting individuals transitioning from hospital discharge through rehabilitation and reablement towards greater independence.

Working as part of a multidisciplinary team, you will provide overnight support, supervision, and practical assistance to residents, promoting recovery, wellbeing, independence, and positive outcomes. You will contribute to creating a safe, supportive, and welcoming environment while ensuring residents receive person-centred, strengths-based support throughout their stay.

Key Responsibilities

Resident Support

- Provide overnight support and supervision within a 22-bed residential setting.
- Assist residents with personal care, daily living activities, and household tasks as required.
- Support residents to manage their mental health and wellbeing, including medication management and the promotion of healthy sleep routines.
- Encourage and empower residents to develop independence, confidence, dignity, and choice in all aspects of their daily lives.



- Build positive, professional relationships that support recovery and personal development.

Recovery and Care Planning

- Work collaboratively with residents and the wider team to develop and implement individualised, strengths-based support plans.
- Monitor, review, and accurately record residents' progress, achievements, and changing needs.
- Identify, report, and respond appropriately to concerns relating to mental health, wellbeing, risk, or safeguarding.
- Respond calmly, confidently, and effectively to incidents, crises, and emergency situations.

Teamwork and Partnership Working

- Work collaboratively with colleagues, healthcare professionals, and external agencies to ensure holistic and coordinated support.
- Promote effective communication and information sharing between day and night teams to ensure continuity of care.
- Participate in team meetings, supervision, and training to support service development and professional growth.

Compliance, Safety and Quality

- Maintain accurate, professional, and timely records in line with organisational policies and regulatory requirements.
- Adhere to safeguarding, health and safety, confidentiality, and data protection procedures.
- Contribute to maintaining a clean, safe, and welcoming environment through routine housekeeping and cleaning duties.
- Follow organisational policies and procedures and support the delivery of high-quality care and support.

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Personal Attributes

- Compassionate, empathetic, and non-judgemental approach.
- Ability to build positive, professional relationships with residents, colleagues, and partner agencies.
- Reliable, flexible, and adaptable.
- Resilient and able to remain calm under pressure.
- Commitment to promoting equality, diversity, inclusion, and person-centred practice.
- Able to work effectively both independently and as part of a team.
- Commitment to living and role-modelling the **CHAOS Values** at all times.

Additional Requirements

- Willingness to work a flexible rota, including nights, weekends, and bank holidays as required.
- Commitment to ongoing training, development, and continuous improvement.
- Enhanced DBS check required

Job Description Acknowledgement

I confirm that I have read and understood the contents of this Job Description for the position of **Mental Health Support Worker (Nights)**. I understand the duties, responsibilities, and requirements of the role and agree to carry them out to the best of my ability. I acknowledge that the duties outlined may be amended from time to time to meet the changing needs of the service, following appropriate consultation.

Employee Name: _____

Signature: _____

Date: _____


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