

# SCOTTISH AUTISM

Embracing difference,  
leading change

## Nightshift Practitioner

### About Scottish Autism

Scottish Autism seeks to promote and provide care, education, support and opportunities for people with autism of all ages throughout Scotland. We work tirelessly to create a world where autistic people are understood and enabled to lead meaningful, fulfilling and happy lives as valued members of the community.

A key expectation of everyone who works for Scottish Autism is that they live and breathe our values; Collaboration, Change Makers, Compassion and Contribution. Our values come into play throughout everything we do at work – how we work together, and how we deliver services to the people we support and to the people we work alongside

### The Role:

Reporting to the Senior Autism Practitioner this role is to support autistic individuals during night hours. This is a ‘waking night’ post and is typically conducted within the individual’s own home or a residential service.

### Key tasks and responsibilities:

- To provide night support to autistic people following their outcome based support plans and promote a restful, calm night routine

responding to individual needs through the shift.

- To develop the outcome based support plan in line with relevant policies and procedures and current legislation.
- To be actively involved in the service planning, delivery, co-ordination and having autonomy within the team.
- To ensure service provision at night is of the highest quality, demonstrates best practice and promotes safeguarding.
- To ensure accurate and robust recording within Scottish Autism's IT system.
- Comply with Finance processes to safeguard individuals.
- To work as a team and collaborate to maximise effectiveness and communicate key information within the night team and to colleagues and stakeholders who work days.
- To ensure all actions comply with SSSC Codes of Practice, SA's policies and procedures including meeting Scottish Services Council (SSSC) registration requirements.
- To actively participate in coaching and the review process, to identify your individualised learning pathway, through a process of exploration and reflective practice.
- To maintain Continuous Personal Development in line with the Scottish Services Council (SSSC) registration requirements.
- Other duties and tasks as may be required by the Senior Autism Practitioner.

## **Skills and Attributes**

- To embed and demonstrate Scottish Autism's values, Compassion, Contribution, Collaboration and Change Maker.
- To develop a knowledge of autism and other conditions as relevant to supported individuals.
- To understand and implement Scottish Autism Policy and Procedure, Care Inspectorate and SSSC guidance and all other relevant legislation

- To work collaboratively to deliver high quality night support, whilst working towards autonomy in teams.
- To be confident using IT, sharing information through digital processes.
- To be a skilled communicator, as well as understanding differences in communication and how this can be best supported.
- To contribute information to support plans.
- To be creative, working on your own initiative to improve quality within services.
- To be flexible and adaptable in approach.
- Demonstrate a desire to learn, taking opportunities to expand your knowledge whilst developing your own reflective practice. This will include attending some learning events that occur out with night hours.

## Knowledge and Experience

- To maintain mandatory training requirements and develop knowledge of autism in order to demonstrate continuous professional development.
- Develop understanding and implement low arousal support, following Studio 3 principles, focusing on reducing restraint and achieving Scottish Autism's aspiration of eliminating restraint.
- To be registered with SSSC or equivalent, and hold or be willing to work towards a relevant qualification.
- To be a member of the Protecting Vulnerable Groups scheme (PVG).