

# Care and Pastoral Officer (Waking Nights)



**Salary:** £31,782 per annum FTE

**Working hours:** 40 hours p/w - 10pm to 8am, Mon, Tues, Weds & Thurs nights  
Term time only, fixed term until 24<sup>th</sup> July 2026

**We would welcome applications for both full time or part time hours in order to fill the 40 hours needed**

We are looking for an approachable and proactive Care and Pastoral Officer to join our fabulous team working in our Ofsted rated Outstanding Residential provision. We are looking for someone who is passionate about supporting young people to thrive in our dedicated residential and school care team, where you will play a vital role in providing a safe, nurturing and empowering environment for children with Education, Health and Care Plans.

As a Care and Pastoral Officer Waking Nights, you will:

- Be a trusted key worker and mentor
- Promote health, wellbeing and positive relationships
- Support life, social and communication skills development
- Encourage participation in enriching after-school activities
- Safely administer medication and maintain accurate records
- Complete risk assessments and uphold safeguarding standards
- Provide compassionate personal care with dignity and respect

During the night, you will confidently:

- Carry out regular welfare checks in line with care plans
- Respond calmly and promptly to pupils' needs
- Maintain detailed records and deliver clear handovers
- Ensure health, safety and compliance standards are met
- Lead by example as a positive and reassuring role model

You will work independently overnight, with on-call support available, contributing to a caring, secure and stimulating residential environment that meets regulatory and Ofsted standards.

If you are ready to positively impact young lives every single night — we'd love to hear from you!

**Closing date:** Friday 20<sup>th</sup> March 2026

**Interview Date:** ASAP

**Start Date:** Immediate Start

## About Us:

Orchard Manor School is a Special School with an outstanding residential provision that caters for 220 students aged 4 -19. We provide education and care for pupils with communication and interaction difficulties, Autistic spectrum conditions and learning needs. Pupils attend as day pupils or residentially from Monday to Friday.

This is achieved through working in partnership with all stakeholders and other relevant professionals. We treat each child as an individual and by ensuring the learning opportunities are challenging and engaging. Our aim is to help each child enjoy education which will enable them to be successful members of the school and wider communities.

Our School is situated in beautiful woodland grounds, in the seaside town of Dawlish. We provide a wide range of opportunities to learn outside and offsite to enhance the education and care of our pupils.

We structure our curriculum around our students identified needs in order to enable them to develop holistically. Alongside academic progress we are committed to supporting our pupils to develop their; life and social skills, confidence and resilience and love of learning to promote their sense of achievement and self-worth. Our ultimate goal is that the young people who leave us are prepared for adulthood; whether that be employment, further education, training, or living as independently as possible contributing positively within their community.

A full induction programme and opportunities for professional development will be provided.

This role requires the ability to fulfil all spoken and written aspects of the role with confidence and fluency in English.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. A copy of our safeguarding policy can be found here: [Safeguarding Policy Webpage](#). This role falls under KCSIE regulated activities and as such it is an offence to apply for the role if you are barred from engaging in regulated activity relating to children.

The successful candidate will be required to undertake an Enhanced Disclosure and Barring (DBS) check. Please ensure you read and understand our Privacy Notice, which is attached with this pack, before applying. We make appointments in accordance with our Recruitment and Selection Policy.

Interested applicants may contact the school for further information.

Please complete your application on My New Term [mynewterm.com](http://mynewterm.com). Applicants are advised that submitting an incorrect or insufficiently completed application form will result in non-selection for interview.

Particular attention should be made to career history since secondary education and referees meeting the required criteria.

If you would like to get a feel of our school do have a look at our social media pages too - we are on [Facebook](#), [Instagram](#) and [X](#) . Our website is [www.orchardmanor.devon.sch.uk](http://www.orchardmanor.devon.sch.uk)



*"We live and learn together"*