



Main Street, Market Overton
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Tel. 01572 767234
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www.lodgetrust.org.uk
admin@lodgetrust.org.uk

Providing Christian support for adults with learning disabilities

The Lodge Trust CIO Charity No. 1161735

Residential Care Support Staff

(full-time and part-time)

Do you like working with people?

Would you like to be part of a friendly and caring team?

Could you assist in enabling individuals to plan, action and attain personal goals in a way that encourages increased independence?

We would like to meet you!

We support people with learning disabilities who have chosen to live and work in a Christian lifestyle, based in the beautiful countryside of Rutland. Coming from all denominations, their spiritual wellbeing is as important to us as their physical and emotional wellbeing. Our Biblical beliefs shape everything we do, including the way we care for our residents and our staff.

Are you a practising Christian who is a 'people person', looking for a new challenge, willing and able to provide physical, emotional and spiritual support for adults with learning disabilities, committed to developing their skills, promoting their choices and helping them realise their full potential?

We are looking for people who can support residents in their day to day lives, to give intimate personal care where needed, training and emotional support but above all to help them grow in their spiritual lives. To work a variety of shifts, including early start, late finish and weekends, which will be on a rota basis so a flexible approach is essential.

We are looking for people who God has called to support others.

The successful applicant will provide spiritual support to our residents and therefore will need to demonstrate an understanding of and have an active personal commitment to the Christian faith. You will be expected to be able and willing to share your faith boldly with those who ask. Your spiritual support of the many Christians among the people we support would include duties such as regular prayer for them, leadership in prayer with them, explanation of Bible passages and help with personal devotions.

Closing Date for Applications: Thursday 14th December 2017 at 14:00

Interview Date: Wednesday 20th December 2017

Application forms available at www.lodgetrust.org.uk/vacancies

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5th December 2017

Dear Applicant,

Re. Residential Care Support Staff opportunity

Thank you for your interest in residential care support work at the Lodge Trust. Please find enclosed the job description and person specification relating to the full and part time Residential Care Support Worker positions. Background information explaining the work of the Lodge Trust and an application form may be downloaded from www.lodgetrust.org.uk/vacancies

The Lodge Trust is situated in a rural setting in the small Rutland village of Market Overton. The job will involve supporting residents with their daily routines as well as acting as a key-worker to individuals.

These opportunities offer employment for 35 hours per week worked over a 3-week rota and this will include evening and week-end hours. The starting rate of pay is £8.01 per hour.

Residential staff are responsible for maintaining the Christian ethos and have specific Christian ministry in evening quiet times, so there is an occupational requirement for applicants to be committed practising Christians.

If you are interested in applying and would like to know more about us you are very welcome to visit, have a look around the site and meet some of the people who live and work here. Just give us a call and we will fix a time and date.

Closing Date for Applications: Thursday 14th December 2017 at 14:00

Interview Date: Wednesday 20th December 2017

We look forward to hearing from you.

Yours sincerely

Hetty Simpson
Administration Services Manager



Job Title	Residential Care Support Staff – Job Description
Responsible to	Deputy Residential Manager
Staff Reporting directly to this post	None
Service Aims	<p>The Lodge Trust aims to provide services for adults with learning disabilities which promote Christian virtues and values.</p> <p>The staff group will support residents to develop their potential, encouraging them with appropriate support to develop all aspects of their individuality.</p>
Role	<p>In association with the house Senior to provide a homely and safe environment for all residents</p> <p>To comply with the Care Standards for adults with learning disabilities</p> <p>To support the house Senior in maintaining the Christian ethos within the home including helping residents with evening bible reading and prayers.</p> <p>To support the events and developments of the organisation</p>
Responsibilities and Duties	<p>Residents:</p> <ul style="list-style-type: none"> ● To support the house Senior and Shift Leader to assess, plan, implement and evaluate resident holistic support needs ● To support resident spiritual needs including leading evening prayers with the individual residents ● To act as a resident keyworker <ul style="list-style-type: none"> ◇ To support those residents to manage their money ◇ To support those residents to take their annual leave ◇ To support those residents to develop and maintain relationships ◇ To support residents in their day to day lives, to give intimate personal care where needed, training and emotional support but above all to help them grow in their spiritual lives. ◇ To work a variety of shifts, including early start, late finish and weekends, which will be on a rota basis so a flexible approach is essential. ● To attend resident's annual reviews as appropriate <p>Staff:</p> <p>To work as a member of the residential team in support of the residents</p> <p>Home:</p> <ul style="list-style-type: none"> ● To ensure the home is kept clean and homely ● To ensure furniture is adequate and clean ● To support the house Senior and Shift Leader to ensure that all home developments are in line with resident choice and in keeping with the style of home <p>Health and Safety:</p> <ul style="list-style-type: none"> ● To implement all aspects of the H&S Policy as applicable to the home ● To ensure a safe working environment at all times <p>Administration:</p> <ul style="list-style-type: none"> ● To attend relevant meetings, e.g. Lodge Meeting, Team Meeting, etc. ● To maintain confidentiality as required ● To carry out agreed delegated tasks from the SRCW or Shift Leader
Entitlements	<p>Holidays – see Staff Handbook</p> <p>Terms and Conditions and Salary – see contract of employment.</p>

Job Title	Residential Care Support Staff – Person Specification	
	Essential	Desirable
Education/Qualifications	<ul style="list-style-type: none"> ● NVQ2 in Care (or equivalent) or prepared to work towards the qualification 	<ul style="list-style-type: none"> ● Accredited/Appointed First Aid qualification ● Able to drive and in possession of a clean driving licence ● Food hygiene qualification ● Knowledge of Care Standards ● Knowledge of Valuing People ● knowledge of relevant syndromes
Experience		<ul style="list-style-type: none"> ● Worked in an appropriate field of learning disability ● Worked in a team
Skills/Abilities	<ul style="list-style-type: none"> ● Able to support service users in a person centred way including providing intimate personal care when and where necessary ● Able to advocate for people with learning disabilities ● Aware of Health and Safety implications and responsibilities ● Able to administrate and plan ● Able to work under pressure ● Able to use initiative, make decisions and respond appropriately in an emergency 	<ul style="list-style-type: none"> ● Working knowledge and/or skills in some area of learning disability services ● Able to speak in public ● Able to lead Christian devotions
Personal Qualities	<ul style="list-style-type: none"> ● Evidence of an active Christian commitment ● Able to agree to the Doctrinal Basis of The Lodge Trust ● Able to agree to the ethos of The Lodge Trust ● Able to agree to the work ethic of The Lodge Trust Day Services ● Able to maintain confidentiality ● Willing to learn ● Flexible in approach to change ● Flexible in being able to cover for absence within the team ● Physical and mental health acceptable for the role ● Reliable and punctual ● Able to work as a part of a team ● Possess a good sense of humour 	