

**Job Title:** Flexible Support Worker

**Reports to:** Deputy Residential Managers

**Location:** This is an on-site role at our beautiful location in the village of Market Overton, Rutland.

**Job Type** 37.5 hours (excluding breaks) Monday to Sunday as per the published rota

**Salary:** 26,719 Per Annum

**Pay Point:**7

**Hourly Rate:** £13.66

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## About Us

The Lodge Trust CIO is a Christian charity based in Market Overton, Rutland, providing supported living, residential care, day opportunities, and work-based activities for adults with learning disabilities. Our mission is to create a community where people are valued, encouraged, and empowered to live life to the full.

Our 20-acre rural site includes homes, workshops, a café, gardens, woodland, and a camping and caravan site. Rooted in Christian values of compassion, respect, and kindness, we seek to create a welcoming community where dignity, independence, and personal growth are encouraged.

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## Role Purpose

To provide person-centred care and support to adults with learning disabilities, promoting their wellbeing, independence, and dignity in line with The Lodge Trust's Christian ethos and national care standards. This includes assisting with daily living activities such as personal care, medication administration, and positive behavioural support, while maintaining confidentiality at all times.

In association with the Care Support Staff, the role involves providing a homely and safe environment for all residents while complying with the Care Standards for adults with learning disabilities. It also includes supporting the Deputy Residential Managers in maintaining the Christian ethos within the home, including assisting residents with evening Bible reading and prayers, and supporting the events and ongoing developments of the organisation.

This role includes unsocial hours include weekends and nights, and the post holder is expected to work flexibly as per the published rota to meet the needs of The Lodge Trust. This will likely include 3 out of 4 weekends per month.

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## Key Responsibilities and Duties

### 1. Resident Support

- To deliver person centred care and support to all Service Users at this Lodge Trust. This will involve;

- Aspects of personal care
  - Support with everyday life
  - Supporting them to live with independence
  - Administration of medication
  - Promote the wellbeing and rights of each resident.
  - Communicate with each Service User in line with their care plans to build meaningful relationships.
  - Support individuals in developing skills and accessing the community.
  - To follow safeguarding procedures and report concerns about abuse or neglect in line with Lodge Trust and statutory policies
  - To support the team Seniors and Deputy Managers to assess, plan, implement and evaluate resident holistic support needs
  - To ensure the spiritual needs of residents are supported by appropriate staff (including evening prayers with the individual residents)
  - To attend resident's annual and 6 monthly reviews as appropriate
  - Support the Deputy Manager in reviewing care plans and risk assessments, as delegated
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## **2. Weekend and Night-time Duties:**

- Ensure continuity of care during unsocial hours.
  - Respond to emergencies or unexpected situations during nights and weekends.
  - Provide calm and reassuring presence during the night, ensuring residents' safety and wellbeing.
  - Carry out household duties during waking nights as appropriate (e.g., laundry, tidying communal areas).
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## **3. Staff:**

- To work as a member of the residential team in support of the residents
- To work as a part of the wider site team
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## **4. Home:**

- To ensure the home is kept clean and homely
  - To carry out cleaning in the residential setting, including resident rooms and flats, as delegated
  - To support the team Senior and Deputy Manager to ensure that all home developments are in line with resident choice and in keeping with the style of home
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## **5. Health and Safety:**

- To implement all aspects of the H&S Policy as applicable to the home

- To respond appropriately to emergencies and follow Lodge Trust emergency procedures, including medical incidents, fire, or missing persons
- To take all steps necessary to ensure the prevention and control of infection.
- To ensure a safe working environment at all times

#### 6. Record-Keeping and Communication:

- Maintain clear, detailed and accurate record-keeping and reporting
- To attend relevant meetings, e.g. Lodge Meeting, Team Meeting, etc.
- To maintain confidentiality and data protection in line with GDPR and Lodge Trust policies
- To carry out agreed delegated tasks from the team, Senior or Deputy Manager

#### 7. Personal

- To work in line with the training you have received
- To maintain your own competency in your role by engaging in training and completing in a timely manner
- Engage in reflective practice and continuous improvement

### Person Specification

Job Title	Flexible Nights and Weekend Support Worker	
	Essential	Desirable
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience working in care or support roles.</li> <li>• Commitment to The Lodge Trust's Christian ethos and values.</li> <li>• Ability to work shifts reliably.</li> <li>• Ability to respond appropriately in emergencies.</li> <li>• Good written and verbal communication skills.</li> <li>• Physically and mentally fit to meet the demands of the role.</li> <li>• Willingness to undertake training (e.g., medication, safeguarding, first aid).</li> </ul>	<ul style="list-style-type: none"> <li>• NVQ Level 2 or 3 in Health and Social Care (or working towards).</li> <li>• Experience supporting people with learning disabilities.</li> <li>• Understanding of care standards and relevant legislation.</li> <li>• Full UK driving licence.</li> </ul>

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## Work Schedule

37.5 hours per week, Monday – Sunday as per the publish rota.

This role does require flexibility. Shifts to be expected are 3 out 4 weekends per month and night shifts.

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## Safer Recruitment Statement

The Lodge Trust CIO is committed to safeguarding and promoting the welfare of adults at risk and expects all staff and volunteers to share this commitment. All roles are subject to an Enhanced Disclosure and Barring Service (DBS) check, including the Adults' Barred List where the post involves regulated activity.

Applicants already registered with the DBS Update Service will be asked to provide their certificate number and consent for an online status check. Employment will also be subject to verification of identity and right to work in the UK, satisfactory references confirming conduct in previous roles (particularly in care or support settings), and confirmation of qualifications or professional registration where required.

The Lodge Trust CIO follows CQC Regulation 19 (Fit and Proper Persons Employed), Schedule 3 evidence requirements, and Skills for Care safer recruitment guidance to ensure all staff are suitable and safe to work in social care.

<b>Line Manager:</b>	<b>Signature &amp; Date:</b>
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<b>Employee:</b>	<b>Signature &amp; Date:</b>
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