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The Lodge Trust CIO Charity No. 1161735

Providing Christian support for adults with learning disabilities

Dear Applicant,

### Re. Residential Care and Pastoral 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](http://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 £8.76 (rising to £8.80 after the completion of Induction) per hour.

In this Residential Care and Pastoral Support role, 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.

We look forward to hearing from you.



**INVESTORS IN PEOPLE™**  
We invest in people Silver

<b>Job Title</b>	<b>Residential Care and Pastoral Support Staff – Job Description</b>
<b>Responsible to</b>	Deputy Residential Manager
<b>Staff Reporting directly to this post</b>	None
<b>Service Aims</b>	<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>
<b>Role</b>	<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>
<b>Responsibilities and Duties</b>	<p><b>Residents:</b></p> <ul style="list-style-type: none"> <li>● To support the house Senior and Deputy Manager to assess, plan, implement and evaluate resident holistic support needs</li> <li>● To support resident spiritual needs including leading evening prayers with the individual residents</li> <li>● To act as a resident keyworker <ul style="list-style-type: none"> <li>◇ To support those residents to manage their money</li> <li>◇ To support those residents to take their annual leave</li> <li>◇ To support those residents to develop and maintain relationships</li> </ul> </li> <li>● To attend resident's annual reviews as appropriate</li> </ul> <p><b>Staff:</b></p> <p>To work as a member of the residential team in support of the residents</p> <p><b>Home:</b></p> <ul style="list-style-type: none"> <li>● To ensure the home is kept clean and homely</li> <li>● To ensure furniture is adequate and clean</li> <li>● To support the house Senior and Deputy Manager to ensure that all home developments are in line with resident choice and in keeping with the style of home</li> </ul> <p><b>Health and Safety:</b></p> <ul style="list-style-type: none"> <li>● To implement all aspects of the H&amp;S Policy as applicable to the home</li> <li>● To ensure a safe working environment at all times</li> </ul> <p><b>Administration:</b></p> <ul style="list-style-type: none"> <li>● To attend relevant meetings, e.g. Lodge Meeting, Team Meeting, etc.</li> <li>● To maintain confidentiality as required</li> <li>● To carry out agreed delegated tasks from the house Senior or Deputy Manager</li> </ul>
<b>Entitlements</b>	Terms and Conditions – see Contract of Employment

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