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The Lodge Trust CIO Charity No. 1161735

Dear Applicant,

**Re. Weekend Worker Residential Care Support Staff Opportunity**

Thank you for your interest in the weekend worker residential care support staff role at the Lodge Trust. Please find enclosed the job description and person specification relating to the position. 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 over the weekend.

These opportunities offer employment for 21 hours per week worked over Friday evening, Saturday and Sunday. Working pattern and hours to be discussed during application process, however an example pattern would be Friday 5pm-10pm, Saturday 7:30am-5pm then Sunday 3:30pm-10pm.

Variations of shift patterns are available so please do get in contact to discuss.

The starting rate of pay is £8.91 per hour (aged 23+) rising to £8.95 per hour after the completion of induction.

The Lodge Trust uses a combination of e-learning and face to face training to ensure that our staff are equipped and competent to deliver safe and effective care. Due to the hours of the role, availability may be needed during week days to allow for face to face training to be delivered. This would be done as additional hours rather than forming part of your contracted hours.

If you are interested in applying and would like to know more about The Lodge Trust you are very welcome to give us a call.

We look forward to hearing from you.



Providing individual support for adults with learning disabilities  
in Christian homes and working environments



<b>Job Title</b>	<b>Residential Care Support Staff (Weekends) – Job Description</b>
<b>Responsible to</b>	Deputy Residential Manager
<b>Staff Reporting directly to this post</b>	None
<b>Service Aims</b>	The Lodge Trust aims to provide services for adults with learning disabilities which promote Christian virtues and values. The staff group will support residents to develop their potential, encouraging them with appropriate support to develop all aspects of their individuality.
<b>Role</b>	In association with the house Senior to provide a homely and safe environment for all residents To comply with the Care Standards for adults with learning disabilities To support the house Senior and Residential Support and Pastoral Care staff in maintaining the Christian ethos within the home To support the events and developments of the organisation
<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 ensure the spiritual needs of residents are supported by appropriate staff (including evening prayers with the individual residents)</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 Support Staff (Weekends) – 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 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> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>● Able to work within the Christian ethos of The Lodge Trust to support residents who have chosen a Christian lifestyle</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>	