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The Lodge Trust CIO Charity No. 1161735

Dear Applicant,

**Re. Bank Residential Care Support Staff Opportunity**

Do you have a passion to care? 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 currently have opportunities for bank staff to join our residential team.

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 and supporting them in all activities of daily living.

The opportunity would require at least 21 hours per week. Bank staff have the option of picking up shifts as you wish from available morning, weekend and evening shifts or to commit to a number of mornings, evenings and weekends on a set rota that works around other commitments. We do require that on average at least 7 hours per week are worked over the weekend.

Morning shifts start at 7:30am and end at 11am while evening shifts start at 4pm or 5pm and end at 10pm. Weekend shifts are available from 7:30am-10pm. Available working pattern and total hours can be discussed at the start of the application process.

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

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. 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).

We look forward to hearing from you.



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



Job Title	Bank 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 and Residential Support and Pastoral Care staff in maintaining the Christian ethos within the home</p> <p>To support the events and developments of the organisation</p>
Responsibilities and Duties	<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> </ul> <p><b>Staff:</b></p> <ul style="list-style-type: none"> <li>● To work as a member of the residential team in support of the residents</li> </ul> <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>
Entitlements	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>	