



Providing Christian support for adults with learning disabilities

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The Lodge Trust CIO (Charity No. 1161735)

Senior Residential Living Support Worker (Residential Services)

Full Time (40 hours)

Depending on experience, pay will be between £25,258 and £26,197pa

Hours of Work: 40 hours per week over a three-week rota (including evening and weekend hours)

Responsibilities would include acting as the site On-Call on a rota basis

We are looking for a confident, dynamic and forward-thinking individual to undertake the above role at The Lodge Trust.

Duties to include –

- To work as a member of the residential team in support of the residents
- Leading the team in the house in conjunction with the Deputy Manager
- Leading the whole site team when on-call
- To comply with the Care Standards for adults with learning disabilities

The Lodge Trust is a non-smoking organisation.



For more information please call 01572 767 234.

Application closing date – see www.lodgetrust.org.uk/vacancies

To apply please write or email explaining

how you fulfil the Job Description and Person Specification below.

Please include an up to date CV.

(Email: HR@lodgetrust.org.uk)



Job Title	Senior Residential Living Support Worker – Job Description
Responsible to	Deputy Residential Managers
Staff Reporting directly to this post	Bank Residential Living Staff
Service Aims	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.
Role	<ul style="list-style-type: none"> • In association with the Care Support Staff to provide a homely and safe environment for all residents • To comply with the Care Standards for adults with learning disabilities • To support the Deputy Residential Managers in maintaining the Christian ethos within the home including helping residents with evening bible reading and prayers. • To support the events and developments of the organisation
Responsibilities and Duties	<p>Residents:</p> <ul style="list-style-type: none"> • To support the team 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 residents to manage their money, medication & annual leave ◦ To support residents to develop and maintain relationships • To attend resident's annual reviews as appropriate <p>Staff:</p> <ul style="list-style-type: none"> • To work as a member of the residential team in support of the residents • This role involves: <ol style="list-style-type: none"> 1. Leading the staff team in the houses 2. Delegating house tasks where appropriate 3. Leading the whole site team when on-call 4. In-house Induction & Training 5. Supervision of Bank staff. <ul style="list-style-type: none"> • Regular formal Supervisions and Appraisals of Bank Staff on your team 6. Shift to shift supervision– encouraging a see it/sort it culture. The Senior is responsible for nurturing good practice and challenging bad practice with grace. <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 staff team 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 take all steps necessary to ensure the prevention and control of infection. • To ensure a safe working environment at all times <p>Administration:</p> <ul style="list-style-type: none"> • To support the Deputy Residential Managers in the administration of the resident review process

	<ul style="list-style-type: none"> To support the staff team to carry out audits of the house to cover cleanliness and adequacy of equipment, furniture and furnishings To attend relevant meetings, e.g. Lodge Meeting, Team Meeting, etc. To act as site On-Call on a rota basis (with telephone backup from a Deputy Residential or other Manager): <ul style="list-style-type: none"> Ensuring smooth running of shift Responding to resident emergencies Responding to site emergencies and site security Handling incoming telephone calls Handling site visitors Resolving staffing difficulties To maintain confidentiality as required To carry out agreed delegated tasks from the Residential Managers
	<ul style="list-style-type: none"> Holidays – see contract of employment Terms and Conditions and Salary – see contract of employment

Job Title	Senior Residential Living and Pastoral Support Worker – Person Specification	
	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> NVQ3 in Care (or equivalent) or prepared to work towards the Diploma qualification Knowledge of Care Standards Knowledge of Valuing People Knowledge of relevant syndromes 	<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
Experience	<ul style="list-style-type: none"> Worked in an appropriate field of learning disability Worked in a team and demonstrated management capability 	<ul style="list-style-type: none"> 1 year experience in an appropriate field of learning disability
Skills/Abilities	<ul style="list-style-type: none"> Able to support service users in a person centred way Able to advocate for people with learning disabilities Aware of Health and Safety implications and responsibilities Able to manage and motivate a team Able to administrate and plan Able to carry out Risk Assessments Able to work under pressure Able to use initiative, make decisions and respond appropriately in an emergency Able to be the On-call for the whole site Able to use IT effectively 	<ul style="list-style-type: none"> Experience of home management Able to speak in public Able to lead Christian devotions
Personal Qualities	<ul style="list-style-type: none"> Able to agree to the Doctrinal Basis of The Lodge Trust Able to agree to the Christian ethos of The Lodge Trust Able to agree to the work ethic of The Lodge Trust Able to maintain confidentiality Willing to learn Flexible in approach to change 	



	<ul style="list-style-type: none"> • 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 	
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