

<b>Job Title</b>	<b>Residential Living Support Worker – Job Description</b>
<b>Responsible to</b>	Deputy Residential Managers
<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>To provide direct care and support to individuals with learning disabilities, promoting their wellbeing, independence, and dignity in line with person-centred values, The Lodge Trust's Christian ethos, and national care standards.</p> <p>To support adults with learning disabilities will all areas of daily living, including personal care, medication administration and positive behavioural support.</p> <p>In association with the Care Support Staff 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 maintain confidentiality at all times.</p> <p>To work in line with the Values of The Lodge Trust.</p> <p>To support the Deputy Residential Managers 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 deliver person centred care and support to all Service Users at this Lodge Trust. This will involve; <ul style="list-style-type: none"> <li>Aspects of personal care</li> <li>Support with everyday life</li> <li>Supporting them to live with independence</li> <li>Administration of medication</li> <li>Promote the wellbeing and rights of each resident.</li> <li>Communicate with each Service User in line with their care plans to build meaningful relationships.</li> <li>Support individuals in developing skills and accessing the community.</li> </ul> </li> <li>To follow safeguarding procedures and report concerns about abuse or neglect in line with Lodge Trust and statutory policies</li> <li>To support the team Seniors and Deputy Managers 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 and 6 monthly reviews as appropriate</li> <li>Support the Deputy Manager in reviewing care plans and risk assessments, as delegated</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> <li>To work as a part of the wider site team</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 carry out cleaning in the residential setting, including resident rooms and flats, as delegated</li> <li>• 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</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 respond appropriately to emergencies and follow Lodge Trust emergency procedures, including medical incidents, fire, or missing persons</li> <li>• To take all steps necessary to ensure the prevention and control of infection.</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>• Maintain clear, detailed and accurate record-keeping and reporting</li> <li>• To attend relevant meetings, e.g. Lodge Meeting, Team Meeting, etc.</li> <li>• To maintain confidentiality and data protection in line with GDPR and Lodge Trust policies</li> <li>• To carry out agreed delegated tasks from the team Senior or Deputy Manager</li> </ul> <p><b>Personal</b></p> <ul style="list-style-type: none"> <li>• To work in line with training you have received</li> <li>• To maintain your own competency in your role by engaging in training and completing in a timely manner</li> <li>• Engage in reflective practice and continuous improvement</li> </ul>
	<ul style="list-style-type: none"> <li>• Terms and Conditions – see Contract of Employment</li> </ul>

Job Title	Residential Living Support Worker – Person Specification	
	Essential	Desirable
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>• Willingness to complete the Care Certificate within 12 weeks of starting</li> <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>• Include experience in delivering person-centred care or working with individuals with complex needs.</li> <li>• Worked in a team</li> </ul>
<b>Values and Behaviours</b>	<ul style="list-style-type: none"> <li>• Demonstrates kindness, compassion, dignity, and respect in care delivery.</li> <li>• Respects people's individuality, diversity, and rights.</li> </ul>	<ul style="list-style-type: none"> <li>•</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>• Ability to communicate effectively with individuals, families, and colleagues using a range of methods suited to the person's needs.</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> <li>• Ability to use IT/digital recording systems.</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>	