

Job Title: Social & Therapeutic Support Worker

Reports to: Social & Therapeutic Manager

Location: This is an on-site role working Monday to Friday at our beautiful location in the village of Market Overton, Rutland.

Job Type Full Time 40 Hrs Per Week (Mon-Fri 7:30 am – 4:00 pm with 30 min unpaid break)

Salary: £27,014.00 - £27,262.00 per annum **Pay Point:** 1 - 2

About Us

The Lodge Trust provides Christian support for adults with learning disabilities, helping each individual grow in confidence, independence and personal fulfilment. We are looking for a dedicated Social & Therapeutic Support Worker to join our team and support service users across a wide range of meaningful activities, community outings and therapeutic programmes.

Role Purpose

This role involves providing practical, emotional and personal care support while helping service users develop new skills, engage in community activities and participate in Creative Enterprises. You will work collaboratively with colleagues across the Work and Education Services team to deliver high-quality, person-centred support.

Key Responsibilities and Duties

1. Service Users

- Provide support and coaching to individuals or groups to develop specific work skills
 - Assist with assessing individual needs and capabilities, breaking down tasks to support learning
 - Support service users to access community-based activities, such as college courses, shopping, horse riding and medical appointments
 - Provide personal care where required, including hygiene and toileting
 - Support individuals in Creative Enterprises and Social & Therapeutic sessions
 - Respond sensitively and flexibly as support needs change
 - Support with administering medication
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2. Teamwork

- To liaise with the team leaders to ensure mutual support is provided and combined skills are used for the benefit of the service user
- To work as a member of the Social & Therapeutic team in support of the service users and delivery of an overall service
- To be flexible and respond to different situations with sensitivity and understanding as the support needs change

3. Social & Therapeutic Activities

- Deliver high-quality support across all activity areas
- Maintain clean and tidy working and storage areas
- Support Lodge Trust events and organisational activities

3. Health & Safety and Administration

- Follow all relevant Health & Safety policies
- Maintain a safe working environment at all times
- Complete required Health & Safety and associated records
- Maintain appropriate administrative records
- Attend relevant meetings
- Maintain confidentiality at all times

Person Specification

Job Title	Social and Therapeutic Support Worker	
	Essential	Desirable
Education/Qualifications	<ul style="list-style-type: none"> • Care Certificate or must complete this within 12 weeks • Level 2 Diploma in Adult Care or prepared to work towards the qualification Accredited/Appointed 	<ul style="list-style-type: none"> • First Aid qualification • Food hygiene qualification • Able to drive and in possession of a clean full UK driving licence for more than 2 years
Experience	<ul style="list-style-type: none"> • Worked effectively in a team 	<ul style="list-style-type: none"> • Experience of learning disability • Experience in leading a team

<p>Skills/Abilities</p>	<ul style="list-style-type: none"> • Able to use IT effectively • Able to support service users in various team settings • Able to support service users in a person-centred way • Able to advocate for people with learning disabilities • Able to manage and motivate a team of people with learning disabilities • Aware of Health and Safety implications and responsibilities • Able to work under pressure • Able to use initiative, make decisions and respond appropriately in an emergency • • Able to work as part of a Social & Therapeutic Activities Team 	<ul style="list-style-type: none"> • Able to administrate and plan • Able to carry out Risk Assessments
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • Able to accept the 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 • Flexible in being able to cover for the absence of other team leaders • Physical and mental health acceptable for the role • Reliable and punctual • Able to work as part of a team 	<ul style="list-style-type: none"> • An interest in people with learning disabilities and commitment to serving them.

	<ul style="list-style-type: none"> • Able to respond with patience and kindness towards service users • Reliable and punctual • Possess a good sense of humour 	
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Work Schedule

This is a full-time role of 40 hours per week, Monday to Friday, 7:30am – 4pm.

The postholder may also support organisational events on two Saturdays per year.

There will be an element of flexibility required for this post, including cover for holidays and other absences

Safer Recruitment Statement

The Lodge Trust CIO is committed to safeguarding and promoting the welfare of adults at risk and expects all staff and volunteers to share this commitment. All roles are subject to an Enhanced Disclosure and Barring Service (DBS) check, including the Adults' Barred List where the post involves regulated activity.

Applicants already registered with the DBS Update Service will be asked to provide their certificate number and consent for an online status check. Employment will also be subject to verification of identity and right to work in the UK, satisfactory references confirming conduct in previous roles (particularly in care or support settings), and confirmation of qualifications or professional registration where required.

The Lodge Trust CIO follows CQC Regulation 19 (Fit and Proper Persons Employed), Schedule 3 evidence requirements, and Skills for Care safer recruitment guidance to ensure all staff are suitable and safe to work in social care.

Line Manager:	Signature & Date:
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Employee:	Signature & Date:
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