

Job Title: Waking Nights Support Worker

Reports to: Deputy Residential Managers

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

Job Type: 30 hours (excluding breaks) Monday to Sunday as per the published rota

Salary: £21,367 per annum **Pay Point:** 7

About Us

The Lodge Trust CIO is a Christian charity based in Market Overton, Rutland, providing supported living, residential care, day opportunities, and work-based activities for adults with learning disabilities. Our mission is to create a community where people are valued, encouraged, and empowered to live life to the full.

Our 20-acre rural site includes homes, workshops, a café, gardens, woodland, and a camping and caravan site. Rooted in Christian values of compassion, respect, and kindness, we seek to create a welcoming community where dignity, independence, and personal growth are encouraged.

Role Purpose

To act as an on-call overnight worker to ensure a safe and secure environment for residents, taking appropriate action in the event of an emergency, while working in association with care and support staff to provide a homely and safe setting for all residents. This role requires compliance with the Care Standards for adults with learning disabilities and working in line with the values and policies of The Lodge Trust CIO, particularly the objectives of the house, to support the development of both individual and group needs of the people living there.

Key Responsibilities and Duties

1. Residents

- To support the house Senior to assess, plan, implement and evaluate resident holistic support needs
- To respect the individuality and dignity of each resident
- To ensure a high standard of personal care for each resident including matters of hygiene and physical well-being
- To be aware of the emotional needs and aspirations of each resident
- To ensure a safe and secure environment for the residents and to take appropriate action in the event of an emergency
- To attend to individual needs throughout the night as necessary

- To ensure proper care and accountability is taken for the possessions of residents
 - To safely administer and record drugs and medication in accordance with Policy
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2. Staff

- To work as a member of the residential team in the support of the residents
 - To provide cover, support and co-operate with the other team members
 - To communicate and work together as part of a co-ordinated group in the interests of the residents
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3. Home

- To carry out domestic tasks including washing, ironing, cooking, and cleaning
 - To record accurately and efficiently any necessary information
 - To support the house Senior to ensure that all home developments are in line with residents' choice and in keeping with the style of home
 - To participate and contribute in regular Support and Supervision and Annual Review and Development Meetings
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3. Health & Safety and Administration

- To implement all aspects of the H&S Policy as applicable to the home
 - To be familiar with all accident, emergency, fire and on-call procedures
 - To take all steps necessary to ensure the prevention and control of infection.
 - To ensure that the working environment is a non-smoking environment
 - To ensure a safe working environment at all times
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4. Administration

- To carry out agreed delegated tasks from the house Senior or Deputy Manager
 - To attend relevant meetings, e.g. Lodge Meeting, Team Meeting, etc.
 - To attend training courses for your personal development
 - To maintain confidentiality as required
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Person Specification

Job Title	Waking Nights 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"> • Accredited/Appointed First Aid qualification • Food hygiene qualification • A moving and handling certificate • Knowledge of Care Standards • Knowledge of relevant syndromes • Knowledge of Valuing People • Knowledge of relevant syndromes
Experience	<ul style="list-style-type: none"> • Effective verbal and written communication skills. 	<ul style="list-style-type: none"> • Worked in an appropriate field of learning disability • Worked in a team
Skills/Abilities	<ul style="list-style-type: none"> • Able to support service users in a person-centred way including providing intimate personal care when and where necessary • Able to advocate for people with learning disabilities • Aware of Health and Safety implications and responsibilities • Able to administrate and plan • Able to work under pressure • Able to use initiative, make decisions and respond appropriately in an emergency • Able to use IT efficiently for record keeping 	<ul style="list-style-type: none"> • Working knowledge and/or skills in some area of learning disability services
Personal Qualities	<ul style="list-style-type: none"> • An attitude towards others based on respect, dignity and equality. 	

	<ul style="list-style-type: none"> • Ability to work under pressure using initiative and often alone. • Able to agree to the Christian ethos and Doctrinal Basis of The Lodge Trust CIO • Able to maintain confidentiality • Willing to learn • Flexible in approach to change • 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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Work Schedule

This is a full-time role of 30 hours per week, Monday to Sunday as per the published rota

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.

April 2026



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