



FAIRFIELD
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Empower young people.
Charity No. 273924



Fairfield Trust Job Description and Person Specification

Job title: Bank Residential Support Worker	
Work base: Fairfield Trust, Dilton Marsh	Team: Pathways
Hours of work: Zero Hours contracts available – to include weekend and evening working	Salary: £12.46 per hour

Safeguarding

Fairfield Trust is committed to safeguarding and promoting the welfare of young people and all staff are expected to share this commitment. You will be expected to report any concerns relating to the safeguarding of young people in accordance with agreed procedures. If your own conduct in relation to the safeguarding of young people gives cause for concern, Fairfield Trust agreed child and adult protection procedures will be followed.

All posts involving direct contact with young people, children and vulnerable groups are exempt from the Rehabilitation of Offenders Act 1974. However, amendments to the Exception Order 1975 (2013 & 2020) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the [Ministry of Justice website](#):

This role involves regulated activity, a DBS check will be required before appointment is confirmed.

Job context and purpose

Fairfield Trust is a local independent Charity, the core business areas are: an independent specialist college for young people with learning difficulties and disabilities; residential and care services and a series of commercial ventures including; a pub and an animal park.

The Trust's mission is: **To enable young people to live and work without barriers**

Our 5 agreed values are:

Teamwork: We hold ourselves and each other to account, and are better when we work together

Compassion: We act with trust, honesty and kindness in everything we do

Inclusion: We treat each other fairly and with respect

Innovation: We encourage thoughtful, creative and aspirational ideas

Pride: We encourage each other to be proud of who we are and what we do

Fairfield Trust's Residential Care and Support services operate in Dilton Marsh, offering placements for students attending Fairfield College and for those requiring further support post-college.

The Pathways team operates 24 hours a day, 7 days a week, 365 days a year, providing caring and compassionate support to all our young people, empowering them to live their best lives without barriers, and enabling them to access college, learn new skills and live fulfilling lives.

Do you know what drives you as a person? Are you looking to make a real impact on people's lives? We are looking for team players who are professional, take responsibility and will go the extra mile to make someone's day.



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You may have worked in care and support before, or you may be looking for a change in direction and a new opportunity. We offer all the training and support necessary to enable you to offer safe and compassionate support.

Annual holiday entitlement is 5.6 weeks for a full-time employee, and pro-rata for part-time and term time employees. Public holiday entitlement is included in this amount and you may be required to work any public/bank holidays, which fall on a normal working day.

Main duties

- To live the values of Fairfield Trust, providing a safe, caring, supportive environment for young people within the residential houses
- Provide person-centred support to individuals, offering choice and control and enabling our young people to develop their skills for life, both practical and social
- Deliver and support aspects of personal care with both dignity and respect at all times
- Support each individual in accordance with their EHC and care plans, contributing to reviews and updates of plans where necessary
- Monitor young people's health and wellbeing. To include reporting and administering medication in line with procedures, policies and risk assessments
- Ensure that all individuals receive appropriate support to manage their personal finances
- Work as part of the staff team, attending meetings and working with colleagues, sharing information and ideas, enabling our young people to have fulfilling lives
- Keep the required written and computer records for each young person's progress, behaviour and support
- Work at all times within the framework provided by Fairfield Trust policies and procedures
- Attend regular staff meetings, undertake training and participate in activities to ensure that the Trust continues to maintain the standards required by its funding bodies and CQC
- Participate in observations, 1:1's and annual appraisals to promote good practice and inform professional development
- Pathways operates 24 hours a day, 7 days a week, 365 days a year, employees work on a shift system basis and your days and times of work are variable, the rota will be shared with you 1 month in advance.
- Any other duties that may reasonably be requested

Support & Guidance

Support individuals in line with the care plans, without discrimination.

Contacts and relationships

The post holder will:

- Report to a Pathways Team Leader
- Form productive working relationships with Pathways Managers and Team Leaders, colleagues and employees across the Trust



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Benefits

There is a pension scheme available for eligible staff and mileage reimburse policy.

We also offer:

- Free entry to Fairfield Animal Centre for 2 adults & 2 children
- 10% discount at The Weavers pub
- Discounted staff lunches in the Student Canteen (College Site)
- Corporate Eye Care Scheme
- Training & Development opportunities

Information technology

We use apps on mobile phones and computer software that require good IT skills and attention to detail.

Financial responsibility

Always ensure effective use of resources and value for money is secured for the Trust.

Health and Safety

To be responsible for your own health and safety and that of anyone else who may be affected by your acts or omissions. You will be responsible for risk assessing, reviewing and monitoring all aspects of your work.

Equality and Diversity

You are required neither to discriminate against nor harass or victimise: colleagues, suppliers or third parties at work. You are further required to report incidents of discrimination at work, either to the Principal or anonymously to the Chair of Trustees.

Records management

You are responsible for ensuring that all information sources for which you have responsibility are maintained in-line with guidance. This applies to all electronic and hard copy information.

You should also ensure that access permissions are maintained to limit access to sensitive information. You are responsible for maintaining the confidentiality of sensitive data, whether held electronically or in hard copy and promptly reporting all breaches, or potential breaches of security to the Head of HR.



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Other duties

You may be required to perform duties other than those given in the job description. The particular duties and responsibilities attached to jobs may vary from time to time without changing the general character of the duties, or the level of responsibility entailed. Such variations are a common occurrence and would not in themselves justify the re-evaluation of a job. In cases, however, where a permanent and substantial change in the duties and responsibilities of a job occurs, consistent with a higher level of responsibility, then the job would be eligible for re-evaluation.

Authority to work in the UK

You must have the legal authority to work in the UK. You must have the relevant approval to work in the UK from the UK Border Agency or relevant documentation. Copies of all documents provided by you as proof of identity are retained for our records, by providing these proofs the Trust will treat this as your consent for this to happen.

Person Specification

The person specification details the essential and desirable personal criteria which the job holder should possess in order to be able to successfully perform the job.

Alignment with our values	<p>Commitment to demonstrating the organisations values and behaviours in their work:</p> <p>Teamwork: We hold ourselves and each other to account, and are better when we work together</p> <p>Compassion: We act with trust, honesty and kindness in everything we do</p> <p>Inclusion: We treat each other fairly and with respect</p> <p>Innovation: We encourage thoughtful, creative and aspirational ideas</p> <p>Pride: We encourage each other to be proud of who we are and what we do</p>
Qualifications	<ul style="list-style-type: none"> • Experience in supporting young adults with learning disabilities is great but not essential. We offer support & training enabling you to become a confident, professional member of our team. • We require a willingness to complete further training
Skills	<ul style="list-style-type: none"> • To be highly personable with very good communication skills • To be self-motivated and an enthusiastic self-starter with an entrepreneurial outlook • To be numerate and have an ability to use IT including computers and smartphones • To show an understanding of the importance of a person-centred approach • To be a team player
Safeguarding	<ul style="list-style-type: none"> • Display a commitment to the protection and safeguarding of young people • A commitment to maintain an up-to-date knowledge of relevant legislation and guidance, in relation to safeguarding of children and vulnerable adults • Forms appropriate relationships and maintains professional boundaries at work • Works within organisational policies, procedures and guidance at all times
Driving	<ul style="list-style-type: none"> • A full driving licence and willingness to drive Trust vehicles



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Suitability of shortlisted candidates will be assessed at interview or workshop using a combination of values-based recruitment techniques, a formal interview and/or a supervised observation or practical session where applicable.

The closing date to apply for this post is **Wednesday 15th April 2026 at 9.00am**

Interviews will be held on **Thursday 23rd April 2026**

We would welcome applications made via the Trust Application Form, available on our website;
<https://fairfieldtrust.org.uk/jobs/>

Please note that we will not accept CVs.

Whilst we completely understand that AI tools can support hugely in preparing job applications, we really value authenticity. We would encourage you to ensure your application genuinely reflects your own experiences, skills, values and motivations.

Should you require any reasonable adjustments to the application process, please speak to a member of the HR team.

We reserve the right to close the advert early if sufficient applications have been received.

***Fairfield Trust is an Equal Opportunities employer
A charity for the advancement of education for young people with learning disabilities***

This job description and person specification created January 2026