



Dear Candidate,

Thank you for your interest in working with us and please read this document in conjunction with the Job Description and Person Specification.

This welcome pack is intended to provide you with additional information regarding the Trust to support you in your application and includes:

- Canterbury Oast Trust - Who are we?
- How are we different?
- What do we offer?
- Our Vision, Goals and Values
- Learning Disability and other conditions

**Equality Statement:**

Canterbury Oast Trust is committed to the principle of equal opportunities to ensure that no employee or job applicant receives less favourable treatment, either directly or indirectly, with selection for job vacancies being based on ability, job requirement and fitness for the job and not to discriminate against any person on the grounds of age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

**The application Process:**

The application process for all COT vacancies is now fully online and we use CVMinder to securely process your application and update you on your progress.

Please complete the online application ensuring that you complete and upload the relevant documents and answer the relevant questions

If you would like an informal chat prior to applying, or have a query on the application process, then please contact the HR Department on 01233 861493 ext 255/227.

We look forward to receiving your completed application.

*Marion Wigington*

HR Manager (People Resourcing & Induction)

## Who are we?



Canterbury Oast Trust was established in 1985 with the following objectives:

“To provide for the training, instruction, employment, future living, occupation, accommodation, sustenance, maintenance and care of people with a learning disability, whether or not they have any other disability...to enable [them] to live happy and useful lives and with the intent that [they] may be helped and enabled to contribute as far as possible to the wellbeing and maintenance of themselves individually, or to the wellbeing and maintenance of any group or community to which they may belong.”

Today, we employ over 250 staff and care for 93 residents and tenants in a range of residential and independent living settings. We also have a thriving day service that provides training for 180 students in the following locations:

- Our 100 acre Rare Breeds Centre and Granary Restaurant which attracts over 90,000 visitors a year
- The Coterie Tea Room – COT’s bustling café in the heart of the historic town of Rye
- Poulton Wood Nature Reserve - our beautiful 10 hectare conservation area
- Art at the Farm – an art gallery producing quality fine art and crafts
- Rare Breed Plants and Produce – a successful horticulture project and sales outlet





## How are we different?

We offer support to our residents and tenants in a range of residential and independent living settings within Kent and East Sussex, covering Aldington, New Romney, Rye and Woodchurch. We support our clients to live the lives they choose.

Everyone is different, so the amount of support we offer varies - some people have 24 hour support, others may need only a few hours a day.

At the core of each of the homes is an ethos of supporting independence, dignity, confidence, choice, achievement and creating a connection with the local community.

We have eleven individual homes offering residential care, with seven of the homes being based at Highlands Farm - the site of the Rare Breeds Centre offering a great rural environment. The numbers of residents in each residential home varies between 5 - 10 and they are run very much like a family home.

We have a further seven homes in the community for adults who are able to live more independently.

## What do we offer?

### Brighter Lives



***Brighter lives for adults with learning disabilities...and those who care about them.***



## Our Vision, Mission, Goals and Values:

**Vision:** We want to make a positive difference to *all* the lives we touch.

**Mission:** *To provide brighter lives for adults with learning disabilities by increasing options for independence, learning and acceptance*

**Goals:**

**1. To provide a varied, responsive and financially sustainable mix of living options for adults with learning disabilities**

**2. To provide a varied, responsive and financially sustainable mix of learning opportunities for adults with learning disabilities**

**3. To raise awareness and acceptance of learning disability through community engagement**

**4. To continue to recruit, develop and retain a dedicated, qualified and stable workforce**

**Values:** **Dependability** – offering consistent quality and peace of mind to those who use, commission and visit our services.

**Progression** – encouraging ongoing development for all those who live, study and work with COT

**Awareness** – helping our visitors to understand and engage with learning disability

**Quality** – maintaining high standards throughout the Trust, in a financially sustainable way

**Team-working** – one team, working to a common vision

**Integrity** – being open, honest and consistent in all we do

**Resilience** – withstanding external pressures whilst keeping sight of our vision and mission.

**Equality** – ensuring we are fair and equal in our dealings with all who live and work with us



## Learning Disability and Other Conditions:

A learning disability is a reduced intellectual ability and difficulty with everyday activities.

People with a learning disability tend to take longer to learn and may need support to develop new skills, understand complex information and interact with other people.

The level of support someone needs depends on individual factors, including the severity of their learning disability. For example, someone with a mild learning disability may only need support with things like getting a job. However, someone with a severe or profound learning disability may need full-time care and support with every aspect of their life – they may also have physical disabilities.

Some people with a learning disability also have other health, physical and emotional conditions, and may receive more than one diagnosis. This can have an impact on the kind of support they need in their day-to-day lives.

Some of the conditions associated with learning disability are:

- Autism and Asperger syndrome
- Cerebral palsy
- Down's syndrome
- Fragile X syndrome
- Global development delay
- Dementia
- Challenging behaviour

**It's important to remember that with the right support, most people with a learning disability can lead independent lives**