

THE LARDER

LIFE PROGRAMME SENIOR SUPPORT WORKER INFORMATION PACK



The Larder West Lothian
Registered Charity SC042554
Company Number SC404466
www.thelarder.org

**Fighting Poverty and Hunger
with Dignity.**

**We recognise that education is
critical and food is empowering
in supporting disadvantaged
people to transition from
surviving to thriving.**

**We solve tomorrow's problems,
today.**

ABOUT THE LARDER

The Larder is committed to creating a more equal and just Scotland through the alternative economic model of social enterprise and calling for a Scotland without poverty, where everyone has the opportunity to achieve their full potential and the right to food is enshrined in Scots law.

We are a social enterprise that combats poverty and hunger, through 4 key strands:



01. TRAINING

for young people and adults who experience complex and multiple barriers to reaching their full potential.



02. SOCIAL FOOD

providing dignified responses to food insecurity and making sure no-one in West Lothian goes hungry



03. ENTERPRISE

projects that create solutions to social problems, improving life chances, the creation of living wage jobs and generating surplus to support the charitable aims of the organisation.



04. CAMPAIGNING

working with other charities to call on Governments for systemic changes that will eradicate poverty in Scotland .

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It is our mission to empower the most disadvantaged children, young people, adults and communities to improve their life chances, through access to learning and good food.

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MISSION

OUR VALUES

We live and breathe the values of Transformation, Compassion, Collaboration, Honesty and Quality, embedding these into every aspect of our organisation.



TRANSFORMATION

We believe in the power of learning and food to create change for individuals



COMPASSION

We make every effort to understand the feelings and emotions of every one of our beneficiaries.



COLLABORATION

We recognise the importance of working with others to achieve change



HONESTY

We act with honesty in leadership, decision making, policies and practice



QUALITY

We provide high quality services supporting those most vulnerable in society.

ROLE PROFILE

Job Title:	LIFE Programme Senior Support Worker
Reports To:	Chief Executive Officer
Contract:	Full Time, Permanent
Hours:	37.5 hours per week, Monday to Friday Flexibility for occasional evenings and weekends
Salary Scale:	£31,520.38 per annum
Location:	Kirkton House & Brewster Square in Livingston, West Lothian. This post is based on-site at The Larder with regular travel to other sites in Livingston
Closing Date:	Monday 27 th July 2026
Shortlisting Date:	Tuesday 28 th July 2026
Interview Dates:	Tuesday 4 th August 2026

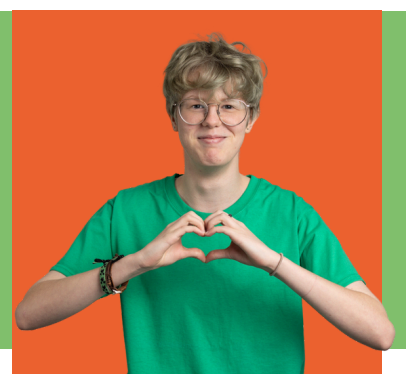
About The Larder

The Larder West Lothian is a values-driven social enterprise and charity tackling poverty and inequality by empowering people through learning, skills development, and meaningful work opportunities. Central to our approach is a human-rights-based philosophy: every learner has the right to access high-quality training, to be treated with dignity and respect, and to realise their full potential.

We deliver strengths-based and needs-led learning and vocational training across multiple sectors, including hospitality, health & social care and customer service. At the heart of this is our network of three café sites, which operate as live training hubs, providing young people with the opportunity to gain hands-on experience in a real working environment. Through this, learners build confidence, practical skills, and valuable work experience while accessing the support they need to thrive.

Our training programmes are funded through a mix of grant-funded projects and contracts in schools, community settings, and with employers across West Lothian and wider Scotland. We measure success by positive, sustained outcomes, helping learners progress into meaningful employment, further education, or other opportunities that enhance their autonomy, wellbeing, and life chances.

Joining The Larder means being part of a passionate, values-led team committed to innovation, social impact, and creating inclusive learning environments where everyone can succeed regardless of their background.



JOB DESCRIPTION

About the LIFE Programme

The LIFE Programme is designed for young adults aged 16-25 with learning disabilities and additional support needs.

At LIFE, we believe everyone should have the opportunity to learn, build confidence, develop independence, make friends and express themselves. We support people with a wide range of strengths, abilities and support needs to take part in meaningful activities, develop life skills and achieve goals that matter to them.

The programme focuses on four key areas:

- Learning
- Independence
- Friendship
- Expression

Through practical activities, social opportunities and personalised support, participants are encouraged to explore their interests, try new experiences and develop skills at a pace that works for them.

We create a safe, welcoming and supportive environment where everyone is valued as an individual, encouraged to participate and supported to reach their potential.

Activities within the programme may include:

- Cooking and baking
- Café and customer service activities
- Arts, crafts and creative projects
- Health and wellbeing activities
- Community-based experiences and outings
- Social and recreational activities

No two days are the same, but every activity is designed to help participants grow in confidence, build friendships, develop independence and enjoy a sense of belonging within their community.

Purpose of the role

The LIFE Senior Support Worker is responsible for delivering a programme of enjoyable, meaningful and purposeful activities for participants of the LIFE Programme. Working directly with young adults aged 16-25 with learning disabilities and additional support needs, they will create a positive, inclusive and engaging environment where young adults feel safe, supported and encouraged to thrive.

The Senior Support Worker will plan and deliver classes, workshops and activities that reflect the interests, aspirations and needs of young adults, supporting them to develop confidence, independence, wellbeing, social connections and life skills. They will encourage active participation and ensure that young adults are supported to achieve milestones that are meaningful to them.

The Senior Support Worker will play a key role in bringing activities to life and ensuring a high-quality experience for participants. They will contribute ideas and feedback from their day-to-day work with young adults to support the ongoing development of the programme.

They will also be responsible for ensuring that daily monitoring, evaluation and record-keeping are completed in line with health and safety requirements, organisational policies and other compliance obligations.

This is a hands-on role that combines activity delivery, participant support and the creation of positive learning experiences, making a meaningful difference to the lives of disadvantaged young adults in our community.

Key Responsibilities

Delivering Activities and Experiences

- Plan and deliver a range of practical, creative, social and wellbeing-focused activities.
- Create engaging opportunities that support Learning, Independence, Friendship and Expression based on feedback from participants
- Adapt activities to meet a range of abilities, interests and support needs.
- Encourage participants to try new experiences, build confidence and develop skills.
- Support participants to identify and work towards personal goals.
- Ensure activities are inclusive, enjoyable and meaningful.
- Support effective partnership working to enhance opportunities and experiences for participants

Supporting Participants

- Build positive and trusting relationships with participants.
- Take a person-centred approach to understanding individual strengths, interests and support needs.
- Encourage confidence, independence and social connection.
- Support participants to overcome barriers to engagement and participation.
- Promote dignity, choice and independence in all aspects of the programme.
- Work alongside the Support Worker to ensure participants receive appropriate support.

Monitoring Participation and Celebrating Success

- Maintain accurate records relating to attendance, engagement and participation
- Record achievements, milestones and success stories.
- Gather feedback from participants to help shape and influence the activity programme.
- Share relevant updates and achievements with colleagues within The Larder Training Team.

Working with Families and Partners

- Develop positive relationships with families, carers and partner organisations.
- Carry out regular informal check-ins with participants and, where appropriate, their families or carers to discuss progress, experiences and aspirations.

Working as Part of a Team

- Work collaboratively with the LIFE Programme Support Worker and wider Larder team.
- Contribute to team meetings and programme planning discussions.
- Share ideas and learning to support continuous improvement.
- Support the ongoing development of the LIFE Programme.

Wellbeing, Inclusion and Safeguarding

- Create a safe, welcoming and supportive environment.
- Promote wellbeing, inclusion and positive relationships.
- Follow safeguarding procedures and organisational policies.
- Ensure the health, safety and wellbeing of participants at all times.

General Responsibilities

- Support community activities, events and trips.
- Participate in training and professional development.
- Undertake other reasonable duties that contribute to the successful delivery of the programme.

Leadership and Self-Management

- Act as a positive role model, demonstrating professionalism, reliability, respect, and a commitment to human rights in all interactions.
- Manage workload effectively
- Take responsibility for personal CPD, engaging with ongoing training and professional development to strengthen practice.
- Promote equality, diversity, safeguarding, and wellbeing in all aspects of work.
- Support occasional evening and weekend activities and work flexibly across locations as required.

Staff Benefits:

- 29 days leave (inclusive of public holidays) pro rata for PT roles
- 2 Health and Wellbeing days each year
- Company pension contribution of 3% (under review)
- Company sick pay scheme
- Opportunities to shape the future work of the organisation
- Access to company health and well being support
- Commitment to continued professional development

Role Details

- PVG will be required for the role
- Full UK driving licence and willingness to use own vehicle for work travel when required

To apply for the post, please send a tailored CV and covering letter to the post to recruitment@thelarder.org

The covering letter should be no more than one A4 side and should set out why you want to work with The Larder, expanding on the specific skills that you would bring to the post and how they connect with our values.

Requirements	Essential	Desirable	Method Of Assessment
Qualifications/ Training	<ul style="list-style-type: none"> Willingness to obtain PVG Scheme membership (this role involves regulated work with young people and adults) 	<ul style="list-style-type: none"> SVQ Level 3, HNC or equivalent experience in Health & Social Care, Community Learning & Development, Youth Work or a related field. 	CV and qualifications review
Knowledge and Experience	<ul style="list-style-type: none"> Experience working with young people or adults in a care, support, community, education, youth work or voluntary setting. Experience planning, delivering or leading activities, workshops or group sessions. Experience supporting people to develop confidence, skills, independence or achieve personal goals. Experience working collaboratively as part of a team. Understanding of person-centred support and inclusive practice. Understanding of safeguarding and professional boundaries. Commitment to equality, inclusion and participation. Understanding of the importance of building positive relationships to support development and wellbeing. 	<ul style="list-style-type: none"> Experience supporting people with learning disabilities and/or additional support needs. Experience delivering community-based, wellbeing or personal development activities. Experience gathering evidence of participant progress Knowledge of additional support needs and person-centred support services 	CV and Interview
Skills & Personal Attributes	<ul style="list-style-type: none"> Warm, approachable and compassionate. Confident delivering activities and engaging groups. Able to build positive relationships with a wide range of people. Organised and able to maintain accurate records. A good communicator who can adapt their approach to meet individual needs. Creative, flexible and proactive. Passionate about helping people build confidence, independence and social connections. 	<ul style="list-style-type: none"> Full UK Driving Licence. 	CV and Interview

THE LARDER

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