

APPLICANT PACK

Weekend Support Worker

EMMAUS
Village Carlton



THANK YOU

for your interest in the role of Weekend Support Worker at Emmaus Village Carlton.

This pack provides you with useful information about our organisation, the job role and the application process.

Please take the time to read this pack and our website to find out more about our charity, communities and social enterprises.

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Emmaus supports people who have experienced homelessness and social exclusion.

HOW EMMAUS WORKS

Our communities offer:

A stable home and a base to progress
Within Emmaus communities, everyone is provided with a furnished bedroom. It's a stable home from which people can build their confidence, skills and plans for the future. We ensure that all bills are covered, home essentials provided and fresh meals prepared each day. Each community includes shared living and dining areas where individuals can relax and socialise together

A chance to gain skills and work experience
We offer the people we support opportunities to gain work experience within our social enterprises and communities. Many people find that participating in meaningful work rings focus, purpose and a sense of routine to their day. The opportunity to contribute to their community and become an active part of society plays an important role in restoring people's self-esteem.

A sense of belonging and community
Each Emmaus community is a supportive and welcoming environment where people can rediscover companionship and a sense of belonging. Our communities are places where each individual is given space and supported to rebuild, develop and thrive in their lives. We foster the sharing of life experiences and encourage peer support, helping everyone to grow together.

Tony

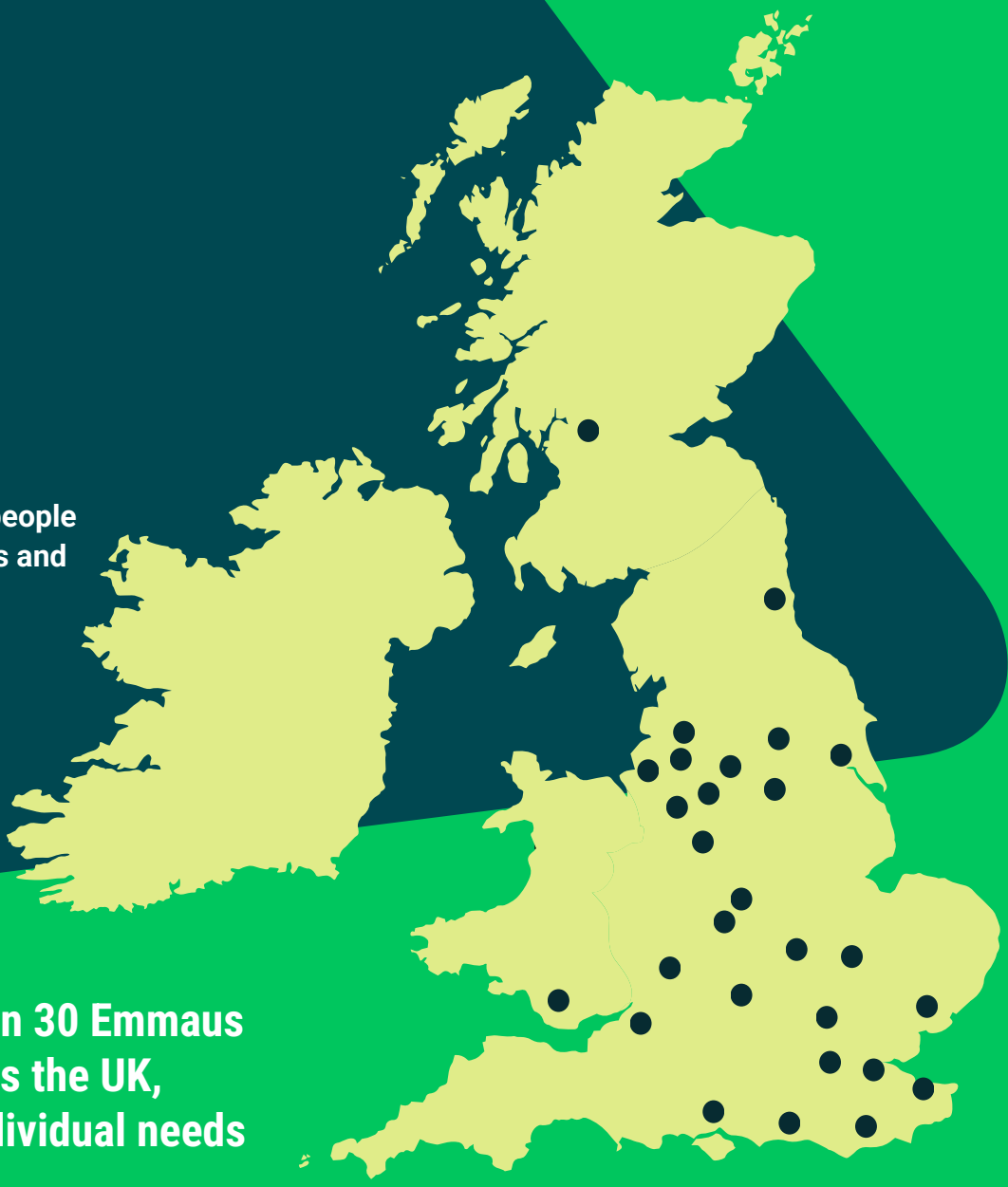
Emmaus Village Carlton Companion

"I wouldn't be here now if it wasn't for Emmaus. I had nowhere else to turn."



EMMAUS OVERVIEW

Emmaus is a secular organisation supporting people affected by homelessness and social exclusion.



There are more than 30 Emmaus communities across the UK, each tailored to individual needs

Emmaus communities across the UK provide a home, tailored support and meaningful work to more than 850 people, known within Emmaus as companions. In addition to existing Emmaus communities, there are three emerging groups working to establish new communities.

Emmaus is different to many homelessness charities and support services as we go beyond just offering a bed for the night; we provide longer-term support, stability, opportunities for personal development, and a strong sense of community.

Social enterprise is central to the Emmaus model as it provides work opportunities for companions, but also generates a large proportion of the funding needed to maintain communities. Having something to do every day provides structure and a sense of purpose to Emmaus companions.

Our social enterprises play a huge part in helping to restore the self-esteem that many people lose when they are homeless, and enables them to make the most of their existing skills, while learning new ones.

Solidarity, helping others less fortunate than yourself, is central to the Emmaus way of life. Everyone at Emmaus, including companions, staff, trustees and volunteers, is encouraged to carry out acts of solidarity to support people who need it most.

For companions in particular, solidarity has a huge impact on their confidence and self-worth, showing them that they can make a difference to someone else's life and add value to the lives of people around them.

EMMAUS IN THE UK

Emmaus in the UK has a federal structure, which means that each community and group is an independent charity with its own staff team and board of trustees.

Emmaus UK was set up to unify and support the federation, providing a central set of services that bring members together and support the movement's growth in the UK.

Anyone wishing to set up a new Emmaus group must go through a rigorous affiliation process, which includes developing a firm business plan and demonstrating the capacity to establish a social enterprise and community. New groups are supported throughout this process and mentored by a more established community and by Emmaus UK.

OUR PURPOSE

We exist to give hope and a sense of belonging to those who have experienced homelessness and poverty.

OUR VISION

A sustainable world in which everyone has a home and a sense of belonging.

OUR MISSION

To empower people affected by homelessness and poverty to change their lives for the better whilst using our voice to achieve social change.

OUR VALUES

Respect for others, ourselves and our environment

Sharing our resources, skills, challenges and successes

Openness to ideas, challenges and to other points of view

Solidarity, helping those in greatest need and opposing injustice

Welcoming, friendly, approachable and inclusive to all

OUR STRATEGIC PLAN FOR 2026 - 2030

OUR VISION / OUR BELIEF

Our Vision

- A world in which everyone has a safe home and a sense of belonging; where they have the support they need to flourish.

Our Belief

- We believe in fairness, social justice, self-respect and a world full of opportunity

OUR STRATEGIC FOCUS

- We will develop the support we give to people facing homelessness.
- We will build our reputation and contribution to the wider community.
- We will increase our financial capacity and stability to ensure we continue to fulfil our purpose.

OUR VALUES DETERMINE HOW WE WORK

We will work together better by:

- We are inclusive, respectful and non-judgmental in all that we do.
- We empower, develop and provide opportunities for our people.
- We support and enhance our wider community.
- We protect and sustain our environment.

OUR PURPOSE

- We are a charity that empowers people to overcome homelessness. We provide the foundation of a home and a life changing package of support.

OUR MOVEMENT

The first Emmaus in the UK opened in 1991. There are now 29 Emmaus communities in the UK with more than 850 companions living in communities stretching from Glasgow to Dover and Norfolk to South Wales.

No two Emmaus communities are the same – each has its own individual personality, providing a set of services that meet the needs of its local area.

Emmaus in the UK is now well established but we are also part of a much wider and diverse global movement. Emmaus started in France in 1949, shortly after the Second World War, when homelessness was a significant problem. After the first Emmaus community was created in the eastern suburbs of Paris, many more communities opened in France and across Europe, the Americas and in Asia.

The growth of the movement gave rise to the gradual development of a network of organisations that met in Bern, Switzerland, in 1969 to adopt the Universal Manifesto, the founding text of the Emmaus movement.

Today, the Emmaus movement includes more than 420 Emmaus groups, located in over 40 countries. Across four continents – Africa, Asia, Europe and the Americas – Emmaus groups work to help the most excluded and tackle the causes of poverty.

All Emmaus groups have the same values whilst operating in very diverse social, economic and political contexts. Ever since the Emmaus movement began, it has always been both secular and independent in leading its struggle to tackle the causes of poverty and exclusion. The movement defends its vision of society: a fairer and more sustainable world where people are at the heart of the system and where there is a place for everyone.



Find out more about how the Emmaus movement has grown to serve and campaign for people and communities in need.
emmaus-international.org/en/

ROLE OVERVIEW



The Weekend Support Worker at Emmaus Village Carlton plays a key role in supporting companions to achieve greater independence, wellbeing and confidence within a safe and supportive community environment.

Working closely with companions over weekends, the postholder will provide both emotional and practical support, encouraging individuals to develop essential life skills, build resilience and work towards independence. The role requires a compassionate, person-centred approach and the ability to respond calmly and effectively to a range of support needs.

JOB DESCRIPTION

Location: Onsite, Emmaus Village Carlton, Carlton, Bedfordshire

Reporting to: Support Manager

Purpose of the role

The purpose of the Weekend Support Worker is to provide support to companions, who need help both emotionally and practically, helping them to develop life skills and realise their full potential to move on when they are ready.

Principal responsibilities and duties

Companion Development

- Ensure that all support activities and personal development of companions are delivered in accordance with Emmaus Village Carlton's ethos, culture, policies and procedures.
- Support companions to explore and identify choices in terms of lifestyle and life skills so they can make informed decisions, including move on plans.
- Effectively communicate companion needs within the wider staff team to ensure that there is a holistic approach to supporting companions.
- Ensure an effective induction for companions into the community, their home and the social enterprise.
- Work with companions to ensure training and personal development plans are identified and effectively implemented.
- Support the team to identify and co-ordinate community activities, including outings, events.

Record keeping and IT

- Ensure companion records, including monitoring data are kept up to date.
- Record training and achievements in the workplace to support future employment opportunities.
- Support statistical data collection.

Supporting companions in the social enterprise

- Work alongside companions undertaking activities in all areas of the social enterprise to ensure a clear understanding of their roles and retail requirements.
- Support companions in areas of the social enterprise that they may be finding difficult.

Other duties

- Willingness to undertake personal professional development as required.
- Attend meetings and actively contribute to the overall community as required.
- As required, participate in a weekend rota to ensure 24 hours, 7 days per week community and companion support is available.
- Perform any other tasks or duties deemed necessary by the Support Manager.

JOB DESCRIPTION

Principal responsibilities and duties

Key relations

- Support Manager
- Support Team
- Companions and Staff

Special Requirements

- A commitment to supporting solidarity in accordance with Emmaus principles.
- To demonstrate appropriate behaviours, values and culture in line with Emmaus ethos
- A willingness to learn and engage with the Emmaus way of working.
- Emmaus works with people who have experienced homelessness or are at risk of homelessness; therefore, all employees are subject to Disclosure & Barring Service (DBS) checks.



Person Specification

Experience, skills and attributes	Essential	Desirable
Minimum two years' experience in mental health, substance misuse, homelessness, social care or related services	✓	
Experience working with diverse groups, including vulnerable adults and people with complex needs	✓	
Working within the principles Of a strength based, trauma informed approach	✓	
GCSE maths and English (or equivalent)	✓	
Knowledge of mental health, substance misuse, treatment pathways and support resources	✓	
Effective communication, listening and interpersonal skills (written and verbal)	✓	
Ability to manage challenging situations, competing priorities and problem-solve effectively	✓	
Good organisational, administrative and IT skills (Microsoft Office, email and internet)	✓	
Flexible, adaptable and able to use initiative	✓	
Strong teamwork skills and ability to work collaboratively with companions, staff and volunteers	✓	
Professional boundaries, confidentiality, data protection and commitment to equality, diversity and inclusion	✓	
Empathetic, non-judgemental and welcoming approach to people from a wide range of backgrounds and experiences	✓	

Person Specification

Experience, skills and attributes	Essential	Desirable
Emotional resilience, self-awareness and awareness of personal limitations, including recognising when support is needed	✓	
Positive, proactive attitude and belief in the potential of individuals and the value of community support	✓	
Understanding of housing and welfare benefits		✓
Current First Aid certification (physical or mental health)		✓
Coaching and/or mentoring experience		✓

TERMS OF EMPLOYMENT

Salary:	£14.89 per hour
Hours of work:	15 Hours per week. Saturday and Sunday
Contract:	Fixed for 3 years
Probation period:	3 months
Pension:	An auto enrolment pension arrangement whereby the employer contributes 5% and employees 3%
Holidays:	25 days pro-rata plus Bank holidays
Training and development:	Ongoing training and development
Volunteering:	2 days allowance each year
Employee Assistance:	24/7 employee assistance scheme is available



APPLICATION PROCESS

TO apply for the role, please send your CV and covering letter to Support Manager, Rebecca Bateman at: recruitment@emmausvc.org by 30th November 2026.



Please ensure you refer to the job description and person specification in this pack when completing your application.

Closing date: 30th November
Interviews: TBC

Emmaus Village Carlton provides equal opportunity for all job applicants and is committed to providing a work environment free of discrimination. We are dedicated to an inclusive culture, and we strive to create a workplace where teams of people with diverse backgrounds, characteristic, perspectives, ideas and experiences work together.

We welcome applications from all individuals irrespective of age, race, gender, sexual orientation, ethnicity, religion or belief, disability, marital status or parental responsibilities.

To ensure fairness and consistency to select the best candidate for our roles, all applications are anonymised up until an interview has been confirmed so that shortlisting is based solely upon the suitability of the candidate's experience.

If you would like to arrange an informal discussion about the role, please email: recruitment@emmausvc.org

EMMAUS
Village Carlton

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