



Applicant pack 2024





A note from Nikki Marley, Chief Executive Officer

Thank you for your interest in joining The Fifth Trust.

Disappointingly, only 5.1% of adults with learning disabilities in England are currently in paid employment, highlighting the continued discrimination they face in our society.

Here at The Fifth Trust, we recognize the importance of addressing this issue by providing essential day care services which both challenge and encourage our students to do and be the best they can, every day.

Our work focuses on transforming the lives of people with learning disabilities through an adaptable, person-centred approach. We offer skills training to our diverse group of students, ranging in age from 16 to 65 and beyond.

Our vision is clear: to create a world where every person with a learning disability can access life-enhancing opportunities tailored to their individual needs. The mission we've set forth is equally straightforward - to encourage and challenge our students to reach their full potential. Through our collective efforts, we also aim to educate the wider public and break down stigmas surrounding disability.

By joining Team5T, your contribution will directly impact the lives of individuals across East Kent, fostering positive change and empowering those who need it most.

We look forward to the possibility of you joining our team.

Nikki has been with the Trust for over 17 years





Our charity

The Fifth Trust has been providing educational and creative activities, skills training and rewarding work experience for adults with learning disabilities since 1990.

Around 170 students from across East Kent attend our two skills centres near Canterbury, which operate throughout the year. Our students take part in sessions including art and design, catering, horticulture, music, photography, pottery, and woodwork. Their creative work, including paintings, bird nesting boxes, ceramics and greetings cards, is available to buy on-site and in our online shop.

We also operate social enterprises – the Vineyard Garden Centre and Vineyard Café – to raise additional revenue on top of the student fees we receive from Kent County Council, other local authorities, and private payments. Our students play an active role in these enterprises, growing plant stock for the garden centre and vegetables for the café kitchen; making delicious chutneys and jams, scones and cakes; and helping to prepare meals and serve customers. They also work in the local community as members of our log delivery and garden maintenance teams.

Our values

Our values form the foundation of our thinking and underpin all the work we do.

Caring – we treat everyone with kindness and respect.

Individual – we tailor our services to the individual needs of each student and offer freedom of choice.

Strive – we encourage our students and our staff to develop skills and self-belief.

Excellence – we provide high quality, life enhancing services in a safe, supportive environment.

One team – students, staff, volunteers, trustees, families, carers: we work together.



Our benefits



Gifted holiday during Christmas period (typically three working days)



Contributory 4% pension scheme



Employee discount on goods and food purchased at The Fifth Trust



Company sick pay



Cycle to work scheme



24/7 access to private OnDemand GP



Huge range of high street discounts, including fashion, tech, and holidays



Death in service cover

...and more!

We're hiring for a range of Cook Club and café roles!

Hours: Full-time, part-time, Monday to Friday, weekends only, and shift work available

Salary: We operate fair and equal pay opportunities, in line with the statutory minimum wage (pro rata for part-time)

Location: Elham Valley Vineyard

Outline

We are looking for people with an interest and/or experience in hospitality and catering services. The Fifth Trust charity's Vineyard Café and the Cook-Club are based in the beautiful Elham Valley, near Barham.

The café is one of our "social enterprises" and our students with learning disabilities play an active role in helping and working in both the Café and Cook-Club.

All roles require a high level of patience, understanding and care. You will also have the aptitude, plus a happy, polite disposition, for dealing with the demands of the public in our busy café environment, or within the Cook-Club, teaching and supervising cookery and baking techniques to small groups of students.

If you are 18 or over with experience in any of the following areas, we would like to hear from you:

- Cooking-to-order (breakfasts & lunches)
- Baking (cakes and pastries, Afternoon Teas)
- Food preparation
- Supervising a busy kitchen
- Customer service/Front-of-house skills
- Waiting on table (order-taking and clearing away)
- Till operation and cash handling
- Barista skills/hot & cold beverage service
- Stock replenishment
- Menu setting
- Cleaning & Hygiene maintenance
- Teaching and instructing

The café operates seven days a week, all year round (excluding the Christmas to New Year period). The Cook Club operates Monday to Friday. Own transport is essential due to our rural location and very infrequent bus services.



To apply, please send your CV and what type of role you would be interested in to Lynda Evans (Café Supervisor):
lynda.evans@fifthtrust.co.uk

We actively encourage applications from all backgrounds. We are committed to equality and diversity and strive to have a team that is made up of diverse skills, experiences and abilities.

