

## **Background information for applicants for post of Deputy Director, L'Arche Lambeth**

L'Arche Lambeth currently runs five residential care homes, a small supported living service, and three day service projects. We support 27 people with learning disabilities and employ around 65 staff.

We are in the midst of a major modernisation programme. We are moving from residential care to supported living. This involves deregistering three care homes and closing two, and moving 10 people to live independently. We began this change programme in January 2011 and good progress has been made. Everyone now has a circle of support, a person-centred support plan, and has decided where they want to live and with whom. We are in negotiation with Lambeth and other Councils over budgets and housing options.

We are restructuring our staff team to support our new service model. We have had informal discussions with the staff team about the changes, but have not yet moved into formal statutory consultation.

### **Priorities for this post**

The post of Deputy Director is a new one. Previously our houses and day services were managed separately by a houses co-ordinator and a day services co-ordinator, but we are now creating a single management structure.

The priorities over the next year for this post-holder are:

- To firmly establish high quality person-centred support services which are flexible and respond to people's needs
- To transform our day services into more personalised, modern services
- To manage staff effectively and to help lead a transformation in working patterns and approach
- To improve substantially the financial viability of our service provision

### **Community**

L'Arche Lambeth is a Christian Community that welcomes people of all faiths and none as well as a service provider. (In this information pack the word "Community" is used to mean the L'Arche Lambeth Community, rather than the wider community of people in the surrounding area). Please see our local and national websites [larchelambeth.org.uk](http://larchelambeth.org.uk) and also [larche.org.uk](http://larche.org.uk) to understand more about this. L'Arche is quite different from the average care and support provider! This brings great advantages in terms of the quality of life for members with and without learning disabilities. Holding the Community life and the service provision in balance brings challenges, and it is important that candidates understand something about us before they apply. The recruitment process will include a visit to our services.

This post-holder will be responsible for the delivery of professional care and support services. Responsibility for the Community life lies with the Director, supported by a Community Life Co-ordinator. However, the two elements are deeply intertwined, and cannot be compartmentalised. We therefore need a Deputy Director who is actively supportive of our aims, and wants to be a member of the Community as well as a manager of services. They will not be expected to participate in specifically faith-based activities unless they choose to, but they will be expected to view these as an important part of our Community, and to enable others to participate.

# The L'Arche Identity and Mission Statements set out the basis for our communities in the UK and around the world.

## Identity Statement

- We are people with and without learning disabilities, sharing life in communities belonging to an International Federation.
- Mutual relationships and trust in God are at the heart of our journey together.
- We celebrate the unique value of every person and recognize our need of one another.

## UK Mission Statement

- We will nurture communities of faith in which mutually transforming relationships can flourish.
- We will promote the gifts of people with learning disabilities and enable them to take a full part in L'Arche and society.
- We will be open and outward looking, actively engaged with those around us and responsive to changing needs and circumstances.

# The Charter of L'Arche

**L'Arche began in 1964 when Jean Vanier and Father Thomas Philippe, in response to a call from God, invited Raphael Simi and Philippe Seux, two men with learning disabilities, to come and share their life in the spirit of the Gospel and of the Beatitudes that Jesus preached.**

From this first community, born in France and in the Roman Catholic tradition, many other communities have developed in various cultural and religious traditions. These communities, called into being by God, are united by the same vision and the same spirit of welcome, sharing and simplicity.

## **I Aims**

1. The aim of L'Arche is to create communities which welcome people with learning disabilities. By this means L'Arche seeks to respond to the distress of those who are too often rejected, and to give them a valid place in society.
2. L'Arche seeks to reveal the particular gifts of people with learning disabilities who belong at the very heart of their communities and who call others to share their lives.
3. L'Arche knows that it cannot welcome everyone who has a learning disability. It seeks to offer not a solution but a sign, a sign that a society, to be truly human, must be founded on welcome and respect for the weak and downtrodden.
4. In a divided world, L'Arche wants to be a sign of hope. Its communities, founded on covenant relationships between people of differing intellectual capacity, social origin, religion and culture, seek to be a sign of unity, faithfulness and reconciliation.

## **II Fundamental Principles**

1. Whatever their gifts or limitations, people are all bound together in a common humanity. Everyone is of unique and sacred value, and everyone has the same dignity and human rights. The fundamental rights of each person include the rights to life, to care, to a home, to education and to work. Also, since the deepest need of a human being is to love and to be loved, each person has a right to friendship, to communion and to a spiritual life.
2. If human beings are to develop their abilities and talents to the full, realising all their potential as individuals, they need an environment that fosters personal growth. They need to form relationships with others within families and communities. They need to live in an atmosphere of trust, security and mutual affection. They need to be valued, accepted and supported in real and warm relationships.
3. People with learning disabilities often possess qualities of welcome, wonderment, spontaneity and directness. They are able to touch hearts and to call others to unity through their simplicity and vulnerability. In this way they are a living reminder to the wider world of the essential values of the heart without which knowledge, power and action lose their meaning and purpose.
4. Weakness and vulnerability in a person, far from being an obstacle to union with God, can foster it. It is often through weakness, recognised and accepted, that the liberating love of God is revealed.
5. In order to develop the inner freedom to which all people are called, and to grow in union with God, each person needs to have the opportunity of being rooted and nourished in a religious tradition.

### **III The Communities**

#### **1. Communities of faith**

1. L'Arche communities are communities of faith, rooted in prayer and trust in God. They seek to be guided by God and their weakest members, through whom God's presence is revealed. Each community member is encouraged to discover and deepen his or her spiritual life and live it according to his or her particular faith and tradition. Those who have no religious affiliation are also welcomed and respected in their freedom of conscience.

2. Communities are either of one faith or inter-religious. Those which are Christian are either of one church or inter-denominational. Each community maintains links with the appropriate religious authorities and its members are integrated with local churches or other places of worship.

3. Communities recognise that they have an ecumenical vocation and a mission to work for unity.

#### **2. Called to unity**

1. Unity is founded on the covenant of love to which God calls all the community members. This implies welcome and respect for differences. Such unity presupposes that the person with a learning disability is at the centre of community life. This unity is built up over time and through faithfulness. Communities commit themselves to accompany their members (once their membership is confirmed) throughout their lives, if this is what those members want.

2. Home life is at the heart of a L'Arche community. The different members of a community are called to be one body. They live, work, pray and celebrate together, sharing their joys and their suffering and forgiving each other, as in a family. They have a simple lifestyle which gives priority to relationships.

3. The same sense of communion unites the various communities throughout the world. Bound together by solidarity and mutual commitment, they form a worldwide family.

#### **3. Called to growth**

1. L'Arche communities are places of hope. Each person according to his or her vocation, is encouraged to grow in love, self-forgiving and wholeness, as well as in independence, competence and the ability to make choices.

2. The communities wish to secure for their members education, work and therapeutic activities which will be a source of dignity, growth and fulfilment for them.

3. The communities wish to provide their members with the means to develop their spiritual life and deepen their union with and love of God and other people.

4. All community members are invited to participate, as far as possible, in decisions concerning them.

#### **4. Integrated in society**

1. L'Arche communities are open and welcoming to the world around them.. They form an integral part of life in their localities, and seek to foster relationships with neighbours and friends.

2. The communities seek to be competent in all tasks they are called to accomplish.

3. The communities wish to enable people with learning disabilities to work, believing work to be an important means of integration.

4. The communities seek to work closely with:

-the families and guardians of people with learning disabilities,

-professionals,

-government authorities,

-and with all those who work in a spirit of justice and peace for people who have learning disabilities.

#### **IV. Conclusion**

L'Arche is deeply concerned with the distress of people who suffer injustice and rejection because they have learning disabilities. This concern should impel the communities of L'Arche to do all they can to defend the rights of people with learning disabilities, to support the creation of places of welcome for them, and to call on our society to become more just and respectful towards them.

The communities of L'Arche want to be in solidarity with the poor of the world, and with all those who take part in the struggle for justice