

WhiteTrees

SUTECARE residential

Building Brighter Futures



CANDIDATE INFORMATION PACK



WELCOME MESSAGE FROM THE DIRECTOR OF CHILDREN'S SERVICES



AYSHEA PRIADE

I would like to first and foremost welcome you and thank you for considering to join our SureCare family. I believe a decision like this can be the rewarding opportunity that you have been waiting for if you are choosing to work within children's residential.

As the head of our residential services, I am proud to oversee a team of dedicated individuals who have chosen to share their passion and offer support to delivering the highest level of child focused care to our young people, ensuring a structured and safe environment where they can thrive.

Right from the out-set, it has been our goal to help young people to whom life has presented more challenges than solutions. Our aim, ethos and values are to enable children and young people to overcome their difficulties and progress towards greater fulfilment in their life and build brighter futures.....

Whether this is a first time experience or you have knowledge of working within our sector, we will stand by your side and offer you the support you need to develop. From application with our amazing recruitment team, to appointment and buddying up with a colleague in your forever team, we will offer you full induction, probation support, training, and continuous professional development for you to have a long and positive career working with us.

We pride ourselves on investing and privileging staff development and succession and can evidence this by reflecting that all our current Registered Managers are homegrown within the organisation.

If you want to have job satisfaction and a vocation that feels like you make a difference then do not hesitate to complete an application form and join our SureCare Family today.....You too can be part of us building brighter futures...

TESTIMONIAL FROM HOME MANAGER



MELISSA THOMAS

I have worked for SureCare for over 9 years now. I started as a TPW and worked my way up to manager within 5 years. After managing I had the opportunity to open and manage a new home with SureCare also whilst our kids maybe challenging they can also be funny, cute, sensitive and everything in between!

Yes there will be days when you wonder "why" am I doing this - but there will be more days when you can't stop talking about your work, the things the kids do, the latest things you've done with them, and the progress they have made.

The relationships you have will not only be meaningful to them, but to you also. Due to personal circumstances I relocated and I now have the role of staff development manager. My current role is offering training and coaching, as part of this I still go into the homes to see staff, so still get to see the kids. I love it when the ones I have worked with smile when they see me (most of the time!) and I can't wait for a hug or a catch up, (and even the odd telling off because I don't see them every day anymore!).

If you take a job with us you will see me at induction training - and apologies but there will be stories I will give you of my time in the homes. These maybe range from the sad, to the hard, the good, and the funny, but I hope these examples will help you in your roles too, to give you ideas of how to manage situations you may encounter - or have a general laugh and learn from my mistakes! I will say it to every staff member, but this is a good company for progression, if you are willing to work and give your best to the kids - you only need to look at the management team who have all started from TPW or senior and remained with the company and continued working their way up.

If you decide to apply, I wish you well in your application, and if you are successful in getting a role with us, I look forward to meeting you at induction week!

WHITETREES GROUP CONTEXTUAL INFORMATION

Having had his own childhood experience of living in residential care, our founder Simon Barr has dedicated most of his working life to supporting vulnerable young people. He strives to give them opportunities that aren't readily available as the norm, and to assist the growth of a young person by creating the best environment to allow them to flourish within themselves, all whilst maintaining safe and secure surroundings. Simon's approach has allowed SureCare to grow and become an essential provider in its sector.

In 2008 Our first residential home, Thornbury House opened which was a lovely property offering placements for up to four young people. As SureCare successfully began implementing the values and ethos for Building Brighter Futures, and Thornbury House became fully occupied, we realised that we had opportunity to expand our capacity as we were receiving more and more referrals requesting young people to be placed with us.

In 2011 we created and implemented our bespoke therapeutic assessment process for our young people, and we then prepared to open our second residential service which was Clifton House in 2012.

In 2013 we continued to grow and evolve as we had placement requests for so many young people requiring residential placement many of whom were also out of education.

2013 was a busy year for SureCare as we expanded our services to reach out to further meet the educational needs of our young people being referred and we opened our first Education site as part of our newly established White Trees Independent School .

In 2017 we opened Pathways in a rural location offering further opportunity for young people to be placed just outside of community towns and urban environments.

This was followed in succession by Conway House which opened in 2018.

2021 was another very busy year of progress when we opened our two homes Bentleys, and Lymington Lodge.

Our most recent edition is Clevedon House which is in the process of opening in 2023.

All of our homes except Thornbury House offer placements to up to five young people.

We believe in our model of care provision offering a safe placement and nurturing young people to develop and build brighter futures as they move towards their journey to adulthood.



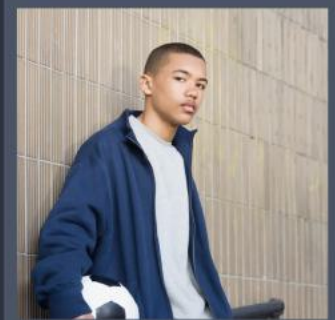


Our guiding principles and framework allow us to provide a quality provision, with a high consistency of care. The framework is embedded in our practice, throughout our curriculum and care standards. Our Wellbeing team support our young people and staff alike to ensure that everyone is achieving to their full potential.



We commit to building relationships that are developed from trust and offer a foundation of safety, to show that we care for all our young people and aim to connect our young people to those who will benefit and enrich each other's lives in equal measure.

Key working will offer time to engage positively with a young person and connect to hear how they feel, what is going well and where we can offer support. Effective key working will support our young people to engage and invest in their placement.



Building Brighter Futures includes ensuring we Equip our young people with the resources & tools, to explore and develop social, emotional and behavioural resilience and find the skill set to achieve their individual pathways to independence.

EDUCATIONAL SITES AND PROVISION

The WhiteTrees Group additionally operates an Independent School.

We prioritise education for all young people in our care. Many of the young people from our residential homes have a place in our SEN Specialist Educational School.

We make every effort to maintain school places in mainstream education for pupils if they are already engaged.

WOODLANDS



THE MILL



PURLEY FARM



OUTDOOR EDUCATION



FOREST SCHOOL



RECRUITMENT CONTACTS



LISA HONOUR

**HEAD OF RECRUITMENT
& HR
WHITETREES GROUP**

Three years ago we formed our own in-house recruitment team to support the White Trees Group growth and future strategic plans across our Children's Residential Homes and our Independent School.

Our recruitment team are experts in their field and know the best way to recruit a talent pool that has both the skill set and understanding of how to meet the needs of our young people. This is in-line with delivering against our company values, ethos and expectations.

At White Trees we like the recruitment process to be seamless. We have designed a candidate journey which is transparent, informative and professional.

We are continually sourcing talent. This is largely due to growth and internal promotions within our homes and schools.

If you want to be part of our growing White Trees family, that is supportive and forward thinking, we would love to hear from you!



LAUREN KEYES

COMPLIANCE MANAGER
01279 505326 EXT 207



OLIVIA KEEBLE

RECRUITMENT CONSULTANT
01279 505326 EXT 212



SARAH HAYTER

RECRUITMENT CONSULTANT
01279 505326 EXT 211



EVIE WADE

RECRUITMENT ADMINISTRATOR
01279 505326 EXT 209

BENEFITS OF SERVICE

WhiteTrees Independent School employs circa 40 teachers, professionals, support and technical staff. Together these employees work as a community with a shared aim; to Build a Brighter Future for their pupils.

PENSION AND SALARY

We offer competitive salaries and an auto enrollment pension scheme.

TERM TIME

The school operates a 39 week term. Please refer to the academic calendar that can be found on our website for half term and end of term closures.

EMPLOYEE ASSISTANCE PROGRAMME

Our Employee Assistance Programme gives all employees access to a 24-hour helpline, for all personal and work issues that may arise.

The service provides an on-line wellbeing hub which includes podcasts and monthly themed newsletters.

Counselling sessions can be provided as part of this service too and the service extends to cover your immediate family.

PERSONAL & PROFESSIONAL DEVELOPMENT

Our aim is to Build Brighter Futures for the young people we support. To do this, we must support, educate and nurture the teams of adults who help us provide the best care and support we possibly can for these young people, so that they can develop and learn in a safe, secure environment.

We are committed to equipping all our staff with the necessary training and development to ensure they are able to meet the needs of the vulnerable young people in our care. All staff participate in a comprehensive Induction Program and ongoing Continuing Professional Development each term.

HOW TO FIND US



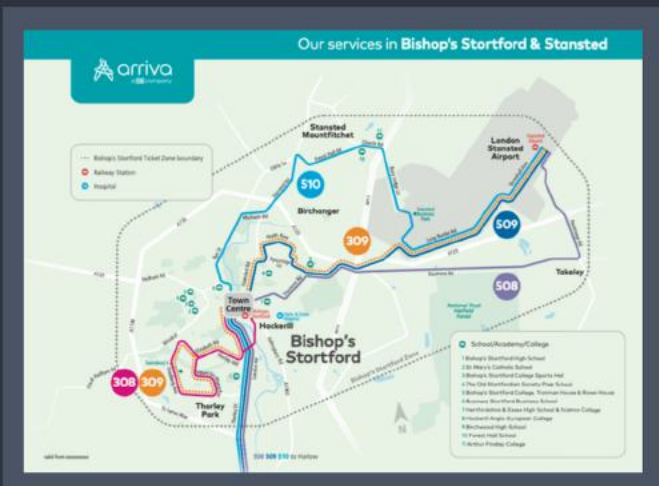
ADDRESS

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BY ROAD

We are easily accessible via the M11, A120, A14 and A414.

Bishops Stortford is serviced well by Arriva bus services.

BY RAIL

Trains run frequently to Bishops Stortford (BIS) from London Liverpool St, Tottenham Hale and Cambridge. The train station is only a short walk from Head Office and The Mill School site.

STAFF TESTIMONIALS



Working within residential is not just for anyone. The young people we support have had traumatic childhood experiences which can lead to various reasons as to why they become a "looked after child" which generally means the local authority places them into residential homes as it may not be safe for them to remain in their family home or local area. This is where it can become tricky.... Due to the young people being removed from their environment it can lead to many challenging behaviours which you will be provided with excellent trainings in how to manage these behaviours. There are so many rewarding moments that make this job so special and is the reason why I have been doing this for 10 years. Within my experience, I have not come across a company like WhiteTrees where they invest so much in the staff and more importantly the young people and the huge range of resources that they offer whether its internal or external resources.

Ryan Hayes, Clifton House Manager

I have been with The White Trees Group for nearly 6 years now and my role consists of supporting the homes managers in the day-to-day running of our 8 residential homes. Overseeing all of the homes admissions and discharges, training our staff and ensuring that young people are accessing Education and Therapy, whether that be through our own services or local and external services.

Witnessing the progress of our young people, managers and staff as well as being a part of the the development within each of our services have been an amazing journey and one that I feel very proud of each and every day.

Danny Elliot, Area Manager

TESTIMONIALS



The children's moves into the home are exceptionally well planned. Children visit to familiarise themselves and staff take an interest in their likes and interests. For example, one of the children mentioned enjoying arts and crafts when they visited. When the child moved in, a welcoming present was in their room containing crafting provisions. This attention to detail enables children to settle quickly and build positive relationships.

The home provides a calm environment in which the children feel safe. Good relationships have been developed with children who have previously struggled to trust adults. A child said, 'I'm happy here and I feel very safe. I would personally rate this home as outstanding. Everything is done so well. The staff couldn't really improve on anything they do.'

Ofsted Inspection, June 2022

My young person has had a consistent service since being placed in their care. She is aware of her plan and engages with staff to ensure her plan works best for her. Staff encourage my young person to develop all aspects of her wellbeing; health, social and physical development. She is enjoying a range of activities that she would/has never experience since being in care.

All the staff have a therapeutic approach and my young person was aligned with a therapist after residing within the home, which was extremely positive as she has not experienced this before. I am of the view the importance of this supports the placement being a therapeutic environment.

Social Worker Report, 2022

I often talk about your home as an example of excellent practice to other providers. Having 5 young people and managing to stabilise your home in the way that you have is amazing. I think the way you and your staff support your young people is exemplary and I look forward to working with you next year.

Reg 44 inspection, 2022