

A career in care

DEMENTIA



CAREER GUIDE

NURSING



SOCIAL SERVICES

REHABILITATION

RESIDENTIAL CARE



A CAREER GUIDE TO:
 NURSING • SOCIAL SERVICES
 DEMENTIA • THERAPY
 REHABILITATION
 RESIDENTIAL CARE
 SPECIAL EDUCATIONAL NEEDS

Gracewell Healthcare

Join the team caring for the elderly in a family atmosphere

FROM its early beginnings, Gracewell Healthcare has cultivated a caring, family-like atmosphere for its team members.

Gracewell believes that the small things are the big things that really matter to its residents, and adopts the same approach to its team members.

People who choose to pursue a career with Gracewell enjoy the personal touch the team brings to providing focused, daily care.

Members of the Gracewell team enjoy a unique, challenging and rewarding work environment where it's not just about doing good work, it's about doing work that's good.

Gracewell is always seeking exceptional people with a passion for working with older people.

Above all, it wants people who are dedicated to the mutually rewarding experience that comes from caring for others.

The following positions are available:

There are various care assistant roles due to the rapidly increasing occupancy within Gracewell of Newbury.

You will earn £8 per hour and have a very attractive benefits package.

A care assistant within Gracewell Homes is a 'hugely

rewarding and satisfying job with no two days the same' – that is what some of the most committed team members have said.

As a care assistant within Gracewell you will be working as part of a focused, and skilled team of fully supported staff who have residents' well-being at the core of all they do.

The care assistant is responsible for providing the highest standards of person-centred care to resident, while maintaining dignity, respect and well being.

You will contribute to reviewing the Individual Service Plan for each resident and assist with daily activities providing residents with both physical and emotional support and personal care as required.

Gracewell is committed to supporting and developing all care assistants with ongoing training and leadership across all areas.

If you are interested in any opportunities with Gracewell of Newbury, please call (01635) 818887 or visit the Gracewell recruitment website to see what opportunities there may be for you – www.Gracewell-team.co.uk

As a Gracewell employee, you'll enjoy the benefits of working for a world class company, while truly making a difference in the lives of its residents.




Gracewell
 HEALTHCARE
 OF NEWBURY

**NOW
 RECRUITING!**



*Gracewell of Newbury
 are now recruiting*

Recently opened Gracewell of Newbury is ready to move in our ever growing list of new residents and are now recruiting for additional Team Member's to join our committed staff team in providing support and delivering excellent care and service.

If you would like to make a difference and be part of this fantastic team, we currently have opportunities in the following areas:

- Care Assistants- Various shifts, nights and days – Up to £8.00 per hour
- Registered General Nurses - Various shifts, nights and days – Up to £18.80 per hour (dependant on experience)

If you are interested in any opportunities at Gracewell of Newbury, please call **01635 818887** for further information or visit our recruitment website to apply direct: www.gracewell-team.co.uk and we will be in touch.

Why wouldn't you want to make a difference?

01635 818887
www.gracewell-team.co.uk

Audley Care is all about building relationships

Understanding, empathy and respect are the values at the heart of delivering care



AUDLEY Care is an integral part of Audley Retirement and delivers tailored care to customers.

As one of the UK's most respected care providers for older people, Audley takes great pride in helping people maintain independence in their own home, offering a helping hand with daily domestic tasks, personal care, and, most importantly, providing a trusted face and someone to listen.

The UK is experiencing a huge social care crisis, and good quality care provision has never been more important.

The nation is getting older, with the proportion of over 65s growing faster than any other age group, yet as current projections stand the size of the UK's workforce of carers isn't growing nearly at the same pace.

There may be no 'final answer' on how we deal with this, but we do know that high quality in-house care, allowing people to remain in their own homes for longer, is a model that works and needs more support.

Audley Care knows that more needs to be done to encourage people to enter into what is not only a fulfilling, but incredibly valuable career choice, and to invest in those who have already started on this journey.

This is why Audley Care plans to continue creating rewarding roles and long-term career opportunities.

They recognise that care is a skilled profession and are committed to training, inspiring and recruiting new and existing workers.

Through the Audley Academy, they fund all of their care teams to work towards their QCF level 2 and 3 apprenticeship in Health and Social Care.

Staff can then build specialist skills in areas such as supporting those with diabetes, or end-of-life care and even work towards a degree.

Audley Care's people are crucial to the service they offer to their customers. The Audley way provides a level of care that exceeds customers' expectations and they look forward to continuing to grow the team of dedicated professionals.

But don't just take their word for it, listen to what their employees say about working for Audley Care:

"What I love about my job is the people as every day my work is different. I never feel like I'm at

work, as I enjoy what I do."

"I feel I have a great support network just on the end of the phone from the office or in person if I ever have a problem."

"I love making our customers smile and being there for them as a carer and as a friend."

"I really enjoy being able to help people remain in their own home by providing care so they are able to do so. I also enjoy traveling around the community meeting some amazing people."

"The satisfaction of someone's life being made easier and happier because of you and the amazing and positive relationships with all our wonderful clients - nothing better."

To find out more about job opportunities at Audley Care visit www.audleyjobs.co.uk



Not everyone can
turn a grey day
into a great day
#respect4carers

Careers in care for people with empathy

Our Personal Care Assistants are special people. They give their customers the support they need to be safe, comfortable and well cared for. And to stay living in the homes they love. In return, we provide the training needed to deliver an exceptional service, including funding every person through their QCF level 2 diploma in Health and Social Care. Join us, and you'll be given the respect, training, salary and extra benefits you deserve for doing the most important job in the world. Visit audleyjobs.co.uk

to find out more or email
recruitment@audleyretirement.co.uk

The Audley way
audleyjobs.co.uk
0330 660 0240

Helping you to help others

Care UK provides a rewarding career path tailored to your needs

FOR most people, care is a vocation. You want to work in the care sector because you're a born carer. You want to make a difference to vulnerable people's lives.

Care UK gives you all the support you need to fulfil that ambition.

One team, working together

When you join Care UK, you become part of a culture where residents' wellbeing is at the heart of everything.

Every team member is given the time and freedom to care – to build relationships with residents and enjoy the variety that brings.

Care UK's homes have a close-knit family feel. Teams work together, supporting each other in an open, honest way.

A commitment to your training and development

Care UK is committed to helping you reach your potential.

Offering innovative and new bespoke learning and development programmes, it is one of the first social care employers to deliver them through its in-house learning academy.

Whether you're new to care or highly experienced, you'll benefit from this. The innovative training can be tailored to your personal career goals.

Get off to a great start

You will feel supported from day one. A role-specific induction will be fully tailored to your needs, preparing you for your role and helping you understand what you need to do your job well.



The company vision will be shared with you, as well as the more practical details like standard operating procedures and how Care UK works.

Rewarding and recognising you

Whatever the role, it is important that team members feel motivated and rewarded.

Care UK offers a competitive package and recognises the value of a healthy work-life balance – so it tries to be flexible, helping

you fit your working life around your home life.

Your career path

When you're part of the Care UK team, you don't just have a job. You have a career. Care UK works with you to help you grow in your role and take your career in the direction you want to go. If you want to move up the ladder, it will support you. If you just want to stay in your role, that's fine too. Care UK will help you be the best you can be.



Bluebird technology

Online access gives customers and family peace of mind

SINCE 2008 Bluebird Care has led the way in incorporating technology in its business to improve the quality and safety of the care at home services it provides.

When the company started, it relied on paper schedules posted to its care staff, multiple times per week, leaving the company and its customers at the mercy of the local postal service.

Since then things have moved on to the point that in 2017 all the company's staff are now issued with a smart phone or tablet computer, with secure access to customer information including up-to-date care plan tasks and medication information.

This allows for immediate notification of changes in their schedules and to the tasks needing to be completed for their

customers, providing a safer, more reliable response service for the company's customers.

Technology also now allows Bluebird Care's customers, as well as verified friends and family members, online access to real-time information and records in the system, giving loved ones the peace of mind to know all is well.



For Emily, spending time with **Philomena** and **Peter** is the icing on the cake

Rewarding careers in caring

It's the little things we do that make a big difference

We are currently recruiting Care Assistants across various shifts (full-time, part-time or bank staff) to join the team at our care home in Newbury.

We provide nursing, respite and day care for older people including individuals living with dementia.

**For a more fulfilling career, visit careers.careuk.com
Email: Craig.Maiden@careuk.com or call 07795 159 767**



We're Recruiting Care Assistants

Winchcombe Place Care Home

Maple Crescent, Newbury

NHS advises on all care needs

CARE and support services, also known as social care services, help people who are in need of practical support due to illness, disability, old age or a low income.

Care and support services could include having a personal assistant to help you around the home, structural changes to help you move around or manage in your house, or even an alarm system so that you can call for help if you have a fall.

Social care services are available to everyone, regardless of their background.

However, social care is subject to rules about your needs and ability. Services can also support the families or carers of people who receive social care.

Local authorities (councils) are responsible for providing social care services for those who need them and are eligible for them. After assessing your needs and



finances, the local authority may agree to pay for some or all of the care and support you need.

These council-funded social care services may be provided by independent providers – firms or charities that specialise in providing social care services. Even though most people have to fund all or part of their own care and support, local authorities have a duty to assess everyone's care and support needs, and advise you on relevant local services.

Social care services can take many forms – you can get help from them while you live at home, out and about in the community, or even in a new place of

residence such as a care home. Most local authorities will have a social care team devoted to older people. These teams can provide support that enables older people to remain living independently in their own home.

The local authority's team for older people will also be able to guide you through the options available if you are no longer able to live at home independently, for instance in sheltered accommodation, extra care housing, or care and nursing homes.

www.nhs.uk/conditions/social-care-and-support-guide

Fly with the Bluebird Care team

Carer career opportunities with salaried pay for professional and dedicated staff

WHEN business partners Phil Miles and John Prendergast joined the care industry almost 10 years ago, they felt they could play a major part in changing the way care was delivered, not only by raising the profile of the care sector across Newbury, but also by improving the pay and conditions for domiciliary care staff.

Managing director Phil Miles said: "It has always been a relatively low-paid sector and as a result has seen high staff turnover,

"While we have always been one of the highest payers, the level of pay is not the major problem the sector faces, rather the issues around zero hours contracts and unpaid travel time.

"So, when we were planning for 2017 at the end of last year, we decided the time was right to introduce salaried positions for care assistants."

Phil and John started the company nine years ago after becoming increasingly concerned about the poor level of care at home for older people, those living with dementia, and adults with physical and learning difficulties in West Berkshire and North Hampshire.

"We were unimpressed with the standard of care available at the time so we saw an opportunity to change things by launching Bluebird Care in Newbury and



use our years of business experience to establish a company where the emphasis is on quality," added Phil.

With a local office in Newbury Business Park, Bluebird Care provides a high-quality, local service across the whole of West Berkshire including Hungerford, Lambourn, Kintbury, Compton, Streatley, Pangbourne, Theale, Burghfield, Mortimer, Padworth, Aldermaston and Thatcham as well as North Hampshire.

Joint managing director John Prendergast said: "The pay and

employment conditions for our care staff were both things we wanted to change when we came into the sector in 2008 and the effect of introducing salaries for care assistants has been really positive.

"Our employees see we are making positive changes and the better paid they are for their professionalism and dedication to their role, the more people are attracted to the sector and that is also good for our customers."

With Bluebird Care's first salaried contracts introduced in

April, Bluebird Care Newbury was the first private sector homecare provider to introduce such a change in West Berkshire.

They have already seen the move have a noticeable effect on recruitment and retention of staff and along with paid travel time and a formal career pathway the company now offers an impressive working environment for its employees.

Bluebird Care employs a 50-strong team who all care for people in their own homes to

help them maintain their independence.

"Our front-line staff are our most important asset and we recruit people we would be happy to look after our own families and friends – people who go way beyond the call of duty and go the extra mile on a daily basis," added John.

"High turnover is not good for the business or our customers who like consistency and continuity so we have tried to maintain that over the years.

"It is difficult as people do come and go, but we like to treat people with the respect they deserve which we find is repaid by staff who then stay with us longer.

"We want our staff to stay for years, not months, and we are proud to have employees who have worked for us for more than nine of the 10 years we have been operating, which in the home-care sector is a real rarity."

Bluebird Care is a provider of care in the home, specialising in working with customers who live with dementia, physical disabilities and many other acute and chronic conditions.

Bluebird Care works alongside its customers' families, social services and the NHS to ensure each person receives the care they need.

Bluebird Care offers a unique service of tailored care visits, which range from anything from 30 minutes to full live-in support.

As well as personal care they also help with meal preparation, welfare checks, shopping, social trips, visits to the hospital and providing extra support for post-discharge customers.

For more details about salaries for care assistants and to find out about the latest job opportunities with Bluebird Care contact Kim by calling (01635) 36953 or 07792 784354, emailing kimteagle@bluebirdcare.co.uk, or by visiting www.bluebirdcare.co.uk/newbury

Join the Bluebird Care team

#salaries4careassistants



"Salaries for care assistants, paid travel time and a career pathway, why would I work for anyone else?"

Call Kim now on: 01635 36953
recruit.newbury@bluebirdcare.co.uk





Warm welcome to Bayford House, Stockcross

BUILT in Victorian times, Bayford House has been carefully extended and converted into a fully-modernised care home equipped to meet all its residents' needs.

It is surrounded by glorious landscaped grounds with raised flowerbeds and a tranquil sensory garden – great for entertaining visitors.

Its care assistants and registered

nurses tailor the care they provide to each person, taking time to understand their preferences and needs.

Its focus is on dignity, respect and quality of life.

It aims to provide support around the clock while, at the same time, allowing its residents as much independence as possible.

It offers excellent career opportunities in various roles

and offers a full induction into the roles.

Full training is provided so previous experience is not a requirement.

It is currently looking to add to its dedicated team of night care assistants.

It can offer flexibility around the number of nights you would like to work so please call in for a chat about how you can work together.

It also requires care assistants for days and is happy to work around family commitments.

It offers a number of staff benefits including a pool car to pick up staff.

The rate of pay is excellent, with an hourly enhancement on any hours worked on a Sunday as well as bank holidays.

The home has a great teamwork ethic throughout all departments, so why not call for

more information and an application form? The number is (01488) 608632.

Delivering exceptional customer care

Do you love helping and connecting with others? Do you want to make a real and positive difference to residents' lives, every single day?

Choose a career in care.

■ A competitive salary

■ Bupa Fit – staff health benefit

■ Bupa Cash Plan discounts

■ We cover the cost of your DBS check

■ Hot meals provided

■ Uniform provided

■ Stakeholder pension and life assurance scheme available

■ Comprehensive induction and on-going training and development



BAYFORD HOUSE

Rookwood, Stockcross

Newbury, RG20 8LB

01488 608632



A CAREER IN CARE WORKING AROUND YOUR LIFESTYLE!

We are currently looking to add to our dedicated team of **Night Care Assistants**. We can offer flexibility around the number of nights you would like to work so please call in for a chat about how we can work together.

We also require **Care Assistants** for days and are happy to work around family commitments.

We offer a number of staff benefits including a taxi service for those who do not drive. Excellent rate of pay with an hourly enhancement on any hours worked on a Sunday as well as Bank Holidays.



WHO ENJOYS WORKING IN CARE?

- People who inspire and motivate others, but understand things always work best when you're part of a team
- People who understand that everyone is important and deserves respect and dignity - whatever stage of their life they are at
- People who are prepared to go the extra mile and love doing a really good job

The home has a great team work ethic throughout all departments so why not call for more information and an application form Tel: 01488 608632



A chance to look after others

If you're considering a career in care, there's only one Choice

AT Choice they recognise that their staff are one of their most important assets.

They always aim to recruit people who are passionate about working in care, and support them to develop their career.

As well as job satisfaction they offer excellent training, great team-working and plenty of opportunities for career progression.

Choice is a leading provider of high-quality residential and supported living services for people with learning disabilities, mental health conditions, autism and complex needs.

They have been providing high-quality, tried and tested services for 25 years. They currently have 59 residential care homes and

support around 100 individuals through their supported living services.

They operate in Berkshire, Buckinghamshire, Dorset, Gloucestershire, Hampshire, Oxfordshire, Surrey, Wiltshire and the Midlands and are continuing to grow.

Many of the people working for Choice have been with them a long time – many started as support workers and have progressed into more senior management roles.

Choice believes in nurturing the talent of its staff so they can provide the best possible service and go on to achieve promotion into more senior roles through learning skills, and benefitting from the experience they are

gaining every day.

Clara joined Choice as a support worker and is now the manager of its supported living service in Newbury. She said: "I joined Choice as a support worker and loved it right from the start.

"From the outset I felt as though I was doing something worthwhile and helping to make a real difference to other peoples' lives.

"Choice is very good at supporting and encouraging career development – after less than a year in the company, I was promoted to assistant service manager.

"In January 2017, I applied and was successful in becoming the service manager in Newbury.

"The role can be challenging; work/life balance isn't always

easy, but I love it!

"I have a brilliant team – we are very much like a little family who always support each other and help each other out. For me, Choice is the best company I've ever worked for; it's very welcoming and they give their staff opportunities.

Carl is the deputy operations manager for Choice's supported living services in the East region, covering Reading and Newbury. He said: "I started working for Choice in 2013 and this was a completely new role for me.

"Before Choice I had worked in retail but didn't find it fulfilling.

"My wife works in care and suggested I should give it a try so I started as a support worker in

Reading. It was a bit of a learning curve for me at first, but I really enjoyed it.

"I quickly settled in and found the work much more fulfilling than anything I'd done before.

"I was given very good training and grew in confidence, taking on more responsibility and then given the opportunity to take on a more senior role.

"Choice gave me the opportunity to make a new career for myself and I'm very happy I made the move."

Louise joined Choice after doing a degree in law and criminology. She said: "I had previously worked in care so it seemed natural to look for a role that matched my experience, but where I might be able to develop a career.

"I joined Choice in 2016 as a support worker. I was only there a few months when I was promoted to senior support worker and I'm now an assistant service manager.

"So far it's been brilliant – I love spending time with the service users and helping to make a difference to their lives.

"The care is very person-centred and everyone I've come across in Choice has been so supportive. I've had great training and development opportunities.

"For me the whole experience of working at Choice has been better and more rewarding than I'd expected."

To find out more please visit our website www.choicecaregroup.com

Choice Care Group
Positive Outcomes For Adults With Complex Needs

Social Care Worker positions available in:

Tadley

To apply please call:
01344 859 984

**NO EXPERIENCE
REQUIRED**

Greenham - Thatcham

To apply please call:
01344 868 890

- Full induction programme
- Free DBS check
- Pension scheme
- Group life scheme
- Excellent promotion opportunities
- Employee Assistance Programme
- Sickness bonus
- Comprehensive training up to diploma level 5



‘Are you looking to start, develop or progress your career in Adult Social Care in a care home setting?’

West Berkshire Council is looking to recruit to a number of vacancies for Birchwood Home which provides nursing care and care for frail elderly residents, some with dementia and challenging behaviour; we aim to offer a friendly, safe and secure environment.

We believe our residents have choices about their care, and we promote independence as much as possible. We aim to offer social and emotional support to our residents in order to meet their individual needs. Visit our website for more information about these roles and how to apply: <http://jobs.westberks.gov.uk/birchwood>

Roles available at Birchwood Care Home

Care Assistants

Salary up to £17,072 per annum, pro rata
Various hours available

House Keepers

Salary up to £15,807 per annum, pro rata
Various hours available

Registered General Nurses

Salary up to £30,785 per annum, pro rata
Various hours available

Residential Care Officers

Salary up to £23,398 per annum, pro rata
Various hours available

Home Manager

Salary up to £42,899 per annum
37 hours per week

