

## **Job Information Pack**

### **Welcome to Illuminate Care Group**

Thank you for your interest in joining Illuminate Care Group.

At Illuminate Care, we are passionate about empowering and supporting young people to achieve their full potential. Our vision is to create nurturing, safe, and inspirational environments where children and young adults can thrive.

We believe our employees are the heart of our success. We are committed to recruiting individuals who share our values and are passionate about making a positive difference.

### **Our Vision**

#### **Inspiring, Supporting, Empowering Young Lives**

We achieve this by:

- Building strong, trusting relationships.
- Delivering person-centred, trauma-informed care.
- Creating opportunities for growth, independence, and happiness.
- Embedding therapeutic principles into everything we do.

### **Our Mission Statement**

What is a home to a child? A child's home is a place where they feel safe, loved, and secure, providing a stable environment with consistent routines. It's a space where they belong, learn, and grow, forming their identity and relationships. Within this nurturing environment, children create lasting memories, traditions, and foundational life experiences crucial for their well-being and development. We are dedicated to long term placements, crafting stable, safe, nurturing, and inclusive environments where children can flourish, heal, and realise their utmost potential. Our goal is to provide top-tier care, and a pathway uniquely tailored to each child,

empowering them to develop lifelong skills and foster positive relationships. Through our unwavering dedication to excellence, collaborative teamwork, and evidence-based practices, we aspire to make a profound and enduring difference in the lives of the children and families entrusted to our care.

### **Trust**

We believe in building trust as the cornerstone of every interaction, ensuring a safe and secure environment where children feel valued and supported

### **Respect**

We foster an atmosphere of mutual respect, honouring each child's uniqueness, ideas, and perspectives while promoting dignity and understanding among all.

### **Impact**

We are dedicated to making a positive impact in every child's life, striving to empower them with skills, tools, and experiences that shape a brighter future.

### **Belonging**

We cultivate a sense of belonging, creating spaces where every child feels welcomed, accepted, and embraced for who they are, fostering a sense of community and connection.

### **Enable**

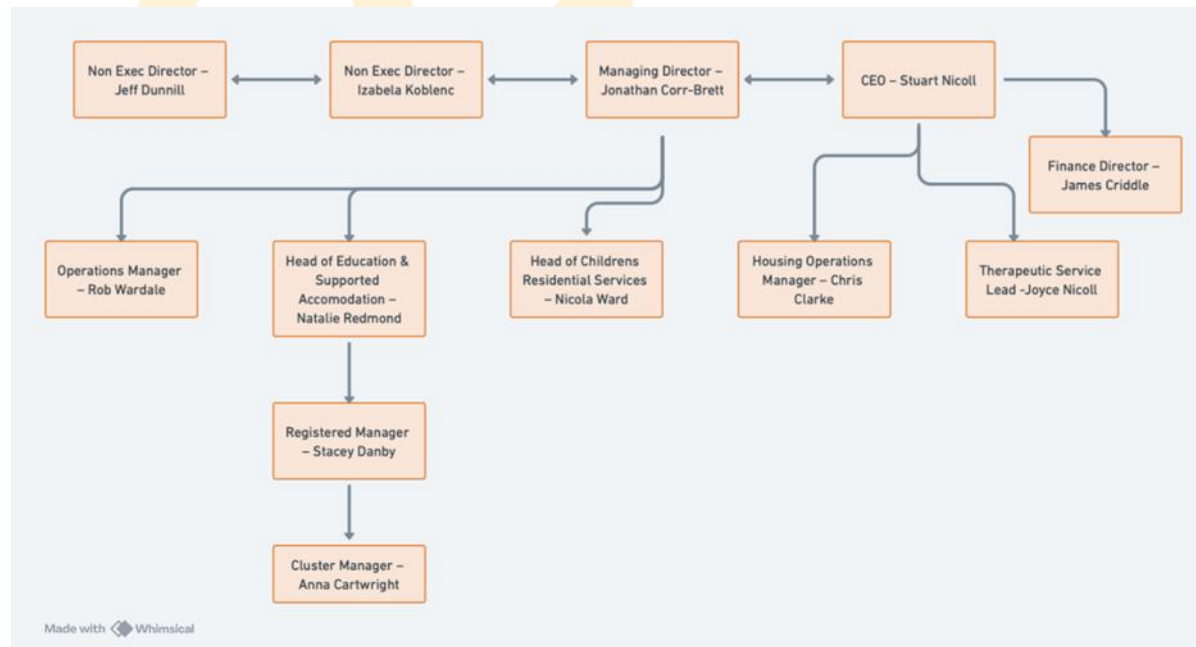
We are committed to enabling and nurturing the potential within each child, providing the resources, guidance, and encouragement necessary to help them thrive and succeed.

## Working at Illuminate Care Group

We are committed to creating a workplace where everyone feels valued, included, and supported to develop their skills and career. We offer:

- Comprehensive induction and training programmes.
- Ongoing professional development and career progression opportunities.
- A commitment to staff wellbeing and work-life balance.
- A culture of learning, feedback, and continuous improvement.

## Our company Structure



## Recruitment and Selection Process

We are passionate about providing a fair, transparent, and supportive recruitment process:

- We will keep you informed at each stage.
- We make reasonable adjustments for candidates with additional needs.
- We welcome applications from all backgrounds and promote diversity and inclusion.
- We are a Disability Confident employer.

## Application Process

- Submit an up-to-date CV and a personal statement explaining how your skills and experience meet the role requirements.
- Use the STAR method (Situation, Task, Action, Result) to structure your examples.
- Right to work documentation will be required at interview stage.

## Safeguarding Commitment

Illuminate Care Group is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All positions are subject to enhanced Disclosure and Barring Service (DBS) checks, verification of references, and compliance with safer recruitment practices.

## Pre-Employment Requirements

- **References:** A minimum of two references, including your most recent employer.
- **Health Assessment:** A confidential pre-employment health questionnaire.
- **DBS Clearance:** Enhanced check and subscription to the DBS Update Service.

## Terms and Benefits

- **Competitive salary packages** based on experience and qualifications.
- **Annual Leave:** 28 days holiday per year (including bank holidays), rising with service.
- **Pension Scheme:** Automatic enrolment into a workplace pension.
- **Flexible Working:** Various shifts and flexible arrangements available.
- **Employee Wellbeing Programme:** Access to support services.

## Diversity, Equity and Inclusion

Illuminate Care Group is proud to be an equal opportunities employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

We actively encourage applications from underrepresented groups, including care leavers, individuals from minority ethnic backgrounds, and people with disabilities.

## Additional Information

- You must declare any potential conflicts of interest.
- You must disclose any unspent criminal convictions.
- Successful candidates will undergo a full induction, probation period, and regular supervision.

## Working at Illuminate Care Group

Illuminate Care Group is a place where young lives are transformed, where homes are built on love, respect, and natural engagement, and where every staff member plays a part in creating a brighter future.

We believe that working with young people is not just a job — it is a privilege. Every child and young person deserve a home that is filled with warmth, consistency, and genuine care. This is why we are proud to be a **love-led organisation** where relationships are at the heart of everything we do.

### Our Homes

At Illuminate Care Group, our homes are designed to be just that: homes.

- **Warm and Nurturing Environments:** Each home is thoughtfully decorated and furnished to feel safe, welcoming, and comfortable.
- **Family-Like Atmosphere:** We promote belonging and community, where young people are not just cared for but are truly part of a family.
- **Individualised Spaces:** Young people are encouraged to personalise their rooms, helping them to feel a true sense of ownership and pride.
- **Natural Engagement:** Interactions between staff and young people are organic, respectful, and meaningful — never forced or scripted.
- **Celebrating Achievements:** We celebrate every milestone, no matter how small, and champion each young person's journey.



### **Our Approach to Care**

Illuminate Care Group is proud to deliver care that is **relationship-based, therapeutic, and child-cantered.**

### **Love-Led Care**

- We believe that loving, caring relationships are fundamental to healing and growth.
- Staff show genuine affection, appropriate physical reassurance, and emotional availability.
- We promote a culture where young people know they are unconditionally valued.

## Natural Engagement

- We focus on real, meaningful interactions that build trust over time.
- Staff meet young people "where they are," adapting their approach to suit each individual's communication style and emotional needs.
- We avoid rigid routines in favour of being responsive, intuitive, and reflective.



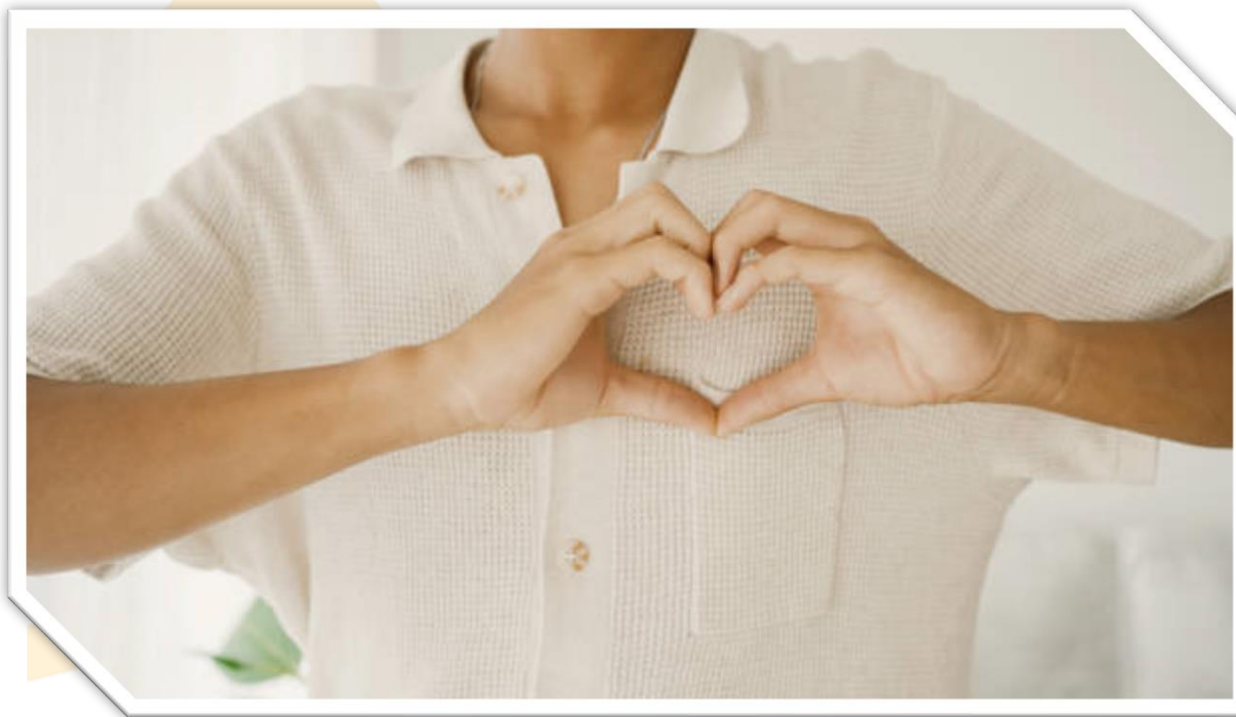
## **Therapeutic Crisis Intervention (TCI)**

- All staff are trained in TCI, a trauma-informed model that equips teams with the skills to prevent, de-escalate, and manage crises safely and respectfully.
- TCI helps us to see behaviour as communication and respond with empathy, not punishment.
- Staff use debriefing and reflective practice to learn and grow from every incident.
- TCI principles underpin our safeguarding practice, supporting positive behaviour management, emotional regulation, and crisis prevention.



## What It's Like to Work Here

- **You Are Valued:** Your ideas, your passion, and your individuality are celebrated.
- **You Make a Difference:** Every interaction matters and contributes to a young person's journey of healing and growth.
- **You Are Supported:** Through training, regular supervision, and a culture of learning, you are never alone.
- **You Belong:** Illuminate Care is a family that nurtures not only our young people but each other.

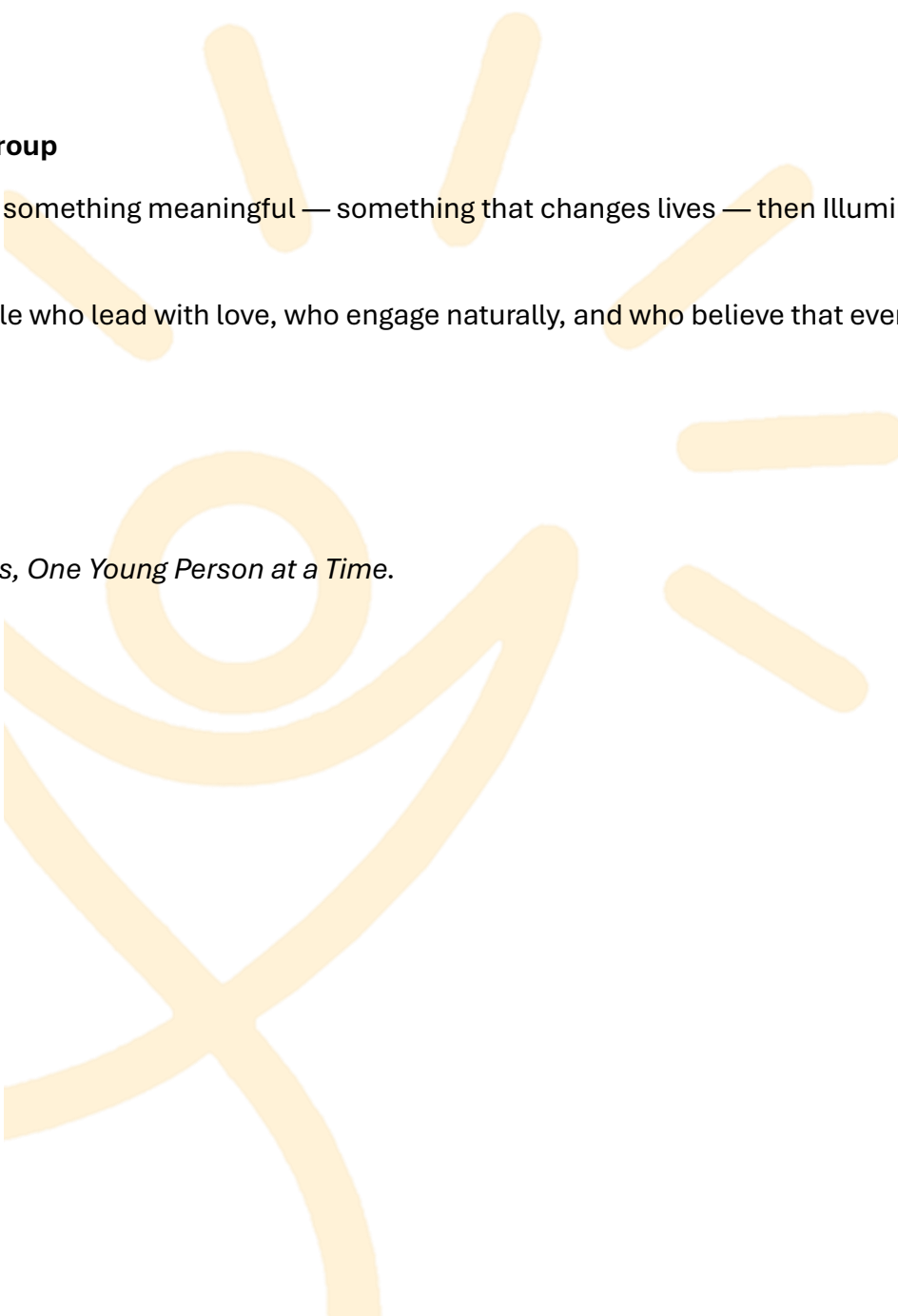


## Training and Development

We are committed to helping you become the very best practitioner you can be. Our training offer includes:

- Therapeutic Crisis Intervention (TCI)
- Attachment, Trauma and Adverse Childhood Experiences (ACEs)
- Safeguarding, Health & Safety, First Aid
- Life Story Work and Child Development
- Leadership Development for aspiring senior staff





## **Join Illuminate Care Group**

If you want to be part of something meaningful — something that changes lives — then Illuminate Care Group could be the place for you.

We are looking for people who lead with love, who engage naturally, and who believe that every young person deserves the very best.

## **Illuminate Care Group**

*Building Brighter Futures, One Young Person at a Time.*