



**Brilliant outcomes
through integrated
health, housing
and care**

That's when it hits home

Big ideas, brilliant people

We're working collaboratively to deliver
New Models of Care

Want a career where you can be part of something brilliant? Where clinical interventions work hand in hand with daily care and support? Where you can dedicate your time and expertise to really make a difference to customers' lives? Then look no further and join us at Home Group.

We're trailblazing the way in delivering brilliant long term outcomes for vulnerable people. We combine housing, social support and clinical interventions, tailored to the needs and aspirations of each customer. Our integrated health services focus on preventative interventions, addressing the root causes of poor health to improve wellbeing and long term patient outcomes.

So whether you're looking to join us in one of our amazing support roles or as a clinical specialist, you'll be working side by side on a daily basis delivering personalised support. You'll be enabling vulnerable people to lead fulfilling and enriched lives. How amazing is that! Plus as you help to improve the lives of those around you, yours will be enriched too, through great training, benefits and opportunities to learn and grow.



What are our new Models of Care?

We provide integrated health, housing and social care services, working in partnership with the NHS to improve population health, the quality of patient care, and reducing costs. We are currently working with over 26,000 people in our specialist services (growing year on year) including those with complex health needs, learning disabilities and mental health issues.

To achieve this, we have a clinical team who bring health expertise into our services. Our team help us develop innovative services that support people to:

- Reduce their need for care
- Reduce time spent in in-patient settings
- Avoid admission to hospital
- Reduce levels of paid support
- Maximise independence

We share the NHS's goal of delivering high quality health care closer to peoples' homes. We provide bespoke services in the community that can accommodate all types of need, employing our own clinicians to complement our support offer.



About our services you can join

Mental Health Step Up

By bringing care closer to home and stepping in before a relapse becomes too severe, our Mental Health Step Up services ease the pressure on hospital beds and reduce the costs of hospital admission. It also gives customers a better health outcome and chance of recovery and wellbeing.

We provide customer accommodation, care and support in a safe and comfortable community-based environment, even for people who already have their own tenancy. Our approach gives customers the support they need to successfully manage their relapse and return home or explore other independent living options. All of this is done through evidence-based therapeutic interventions that improve health and wellbeing with a focus on recovery and building personal resilience. Our psychologically informed practice works with the customer to help them manage their own safety, prevent hospital admission through crisis resolution, and reduce future relapse potential.



Mental Health Step Down

Partnering with the NHS, we provide safe and transitional care services for people with mental ill health who no

longer require in-patient treatment. By bringing care closer to home and stepping in to facilitate earlier discharge from hospital, our Mental Health Step Down services ease the pressure on hospitals and saves money on the costs associated with extended stays in an inpatient environment. We provide reablement and recovery based community provision and also offer care and support to customers, even if they already have their own tenancy.

Our approach gives customers the support they need to continue their journey of recovery, develop strategies to prevent future relapse, return home or explore other independent living options. We deliver a safe and homely environment with better health outcomes and improved chances of recovery.

Transforming Care Services

We provide stable homes, personalised care and support for people with learning disabilities, autism and complex needs. People accessing our service may also have mental health conditions, diagnosis of personality disorder or complex physical health issues.

We provide a robust alternative to institutional settings such as long-term hospital placements, out of area homes or locked wards by supporting customers' progress towards independence, managing risk, and successfully moving into their community.

Through person-led planning, we identify bespoke solutions for each person, providing positive experiences and an enabling environment. We deliver customised accommodation as well as individual treatment packages to meet customers' complex and interconnected needs.



Independent Supported Living Service

Unlike traditional care providers that simply maintain dependencies, we use progression, recovery and reablement approaches to deliver long-term resilience, a home in the community, real choice and control. Our independent supported living services maximises independence in the community for people who need on-going support due to mental ill health, learning disabilities and/or autism.

We support people who will have had long stays in residential care or hospitals and many customers who need specialist support due to their complex multiple diagnoses and presenting needs. We deliver safe and personalised placements that are designed to prevent crises, help fulfil customers' aspirations and improve health and wellbeing. We support people to learn to self-manage mental health, long term health conditions, adopt healthy lifestyles and build on their strengths.

Who we are

We are one of the UK's largest providers of high quality housing and care and support services. With a turnover of £350m, we have over 120,000 customers in 55,000 social, affordable and shared ownership properties across the UK.

We are also one of the largest developers of new homes and providers of houses for affordable rent. Our New Models of Care team have a big part to play in supporting us now and in the future to provide a world class service for all of our customers.

We're a great place to work - voted the 27th greatest place to work in the UK (for large organisations). Our culture is a unique combination of energised, commercial, accountable, and caring, and our range of benefits will make a real difference to your life in and outside of work.

Our values

At Home Group, we live by our values every day to provide a great service to our customers. To be a success with us you'll need to be:

Accountable (Don't pass the buck - own it!)

Commercial (Spending wisely and working creatively)

Caring (Looking after one another)

Energised (Having a positive, can-do approach)

Building homes,
independence
and aspirations



Why we're different

With brilliant patient care and satisfaction at the heart of everything we do. We are passionate about revolutionising the wider health care agenda by working closely with the NHS and academic colleagues to provide seamless services and outstanding care. By delivering integrated health, housing and care, we are well placed to do this!

We have been working with Northumbria University to develop new technologies which will enable optimal health and wellbeing at home. We are adapting or building new properties (some of which include assisted technology) as we know that having a good environment to live in is an intervention in itself! Our work with NHS partners at our Home View service has been recognised in the HSJ Partnership Awards 2018 shortlist.

At Home Group, we truly live and breathe our values, enabling us to understand our customers better and make a big difference by unleashing their potential. We use our creative spark to help shape and grow our services, sharing our expertise with others. Overall it's our passion, collaboration, dedication and brilliant people which really makes us different.





“We are making a difference by actively integrating our services with health. For hospitals and NHS trusts across the country their biggest concern is how they can move people out of hospital quicker, prevent the reliance on acute care, provide respite and step up and step down services. Our strategy sets out to meet that requirement. Our difference is about demonstrating the art of the possible when you integrate health, housing and care.”

Racheal Byrne – Executive Director
of New Models of Care

“The integrated offer which is really key, that’s the exciting bit. That is, the expertise we bring at Home Group, the opportunity to understand the health needs or mental health needs that our customers have as well as social issues is so important. Like how to access housing benefits or how to get someone in the right environment that meets their needs so they don’t bounce back into an acute setting. Home Group is uniquely placed to prevent that from happening.”

Dr Nichola Stefanou –
Director of Clinical Practice



“ Whilst working for the NHS, a colleague brought to my attention Home Group’s advert for the role of occupational therapist in their Gateshead young persons mental health service. At the time I wasn’t particularly looking for a new job but the role described was too exciting to miss. The chance to use my skills and experience to meet the complex needs of young people and to support, develop and empower the wider team is fantastic. It’s been a great move, I’m excited about the future for the service and the direction Home Group is moving in. ”

Michael Holland –
Occupational Therapist



“ As an occupational therapist with over thirty years’ experience in the NHS, joining Home Group as their reablement lead was in many respects a leap of faith. I have been able to use my skills in many areas including developing a clinical support model, influencing building design and defining a new assistive technology offer. I’ve really enjoyed the challenge and have no regrets in making the move into a forward thinking and creative organisation. ”

Lindsay Courtney – Clinical Lead,
Intermediate Care

Brilliant Beginnings

From your very first day, we want to make sure you have the skills to be brilliant and feel at home.

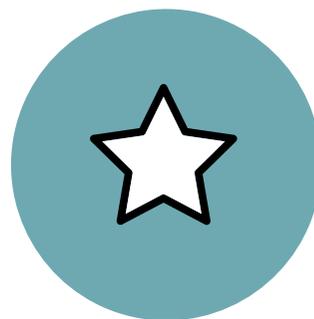
Our brilliant learning will take you on a journey that continues throughout your time with us. Starting with an introduction to Home Group, you'll learn about our mission and values, you'll then get to understand your role, where you fit and why you are so important to helping us to achieve our mission. You'll meet brilliant people doing similar roles and others you'll be working alongside. Depending on your previous experiences, you'll also have access to learning about your customer's needs, how you can enable independence and help them to achieve their aspirations. And if you don't have them already we'll help you to achieve qualifications relevant to your role.

Your continual professional development is in safe hands.

We'll provide you with the flexibility to develop your clinical skills through specialist training and support. We take the time to individualise learning, and are proud of our person-centered learning approach which differs greatly from other healthcare providers! If this wasn't enough, we will track, monitor and support you with your ongoing professional registration. You'll also have access to thousands of learning resources that will support you both personally and professionally. Rest assured, we'll support you to be your very best and you will continue to grow with us.



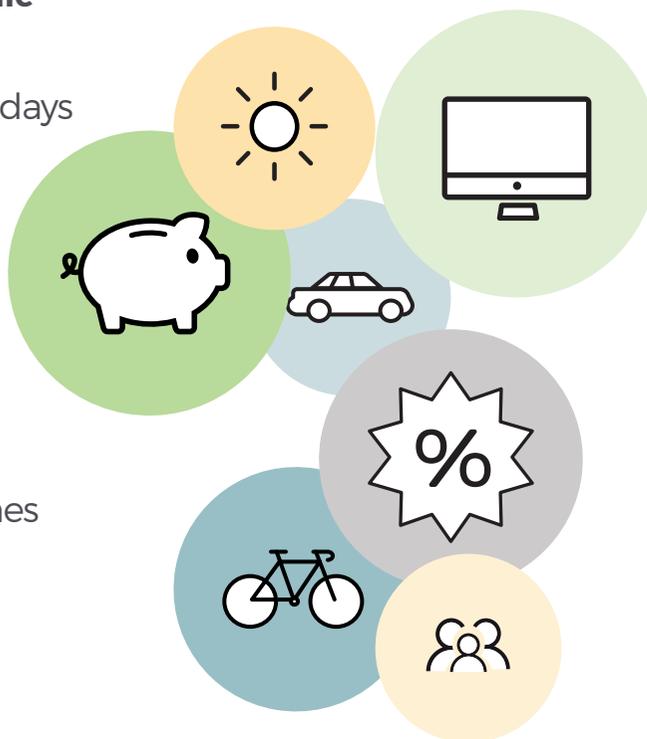
Rewards and recognition



High flying career, agile ways of working and a cherry on top!
Home Group's unique benefits and special recognition make this all possible.

With a competitive salary and fantastic range of benefits, this will really make a difference to your life inside and outside of work.

- Holidays (25 days rising to 30) plus extra holidays
- Agile and flexible working
- Competitive pension
- Paid professional membership fees
- Extensive Learning Pathways and CPD
- Retailer discounts
- Cycle and technology salary sacrifice schemes
- Competitive car scheme
- Child care vouchers
- Discounted gym membership
- Latest IT kit and digital systems



Colleague wellbeing at Home Group is a top priority and we have a range of wellbeing initiatives to support you inside and outside of work.

We understand that people like to work in different ways, at different times and in different locations and that's why we offer flexibility, agile working and special leave options. We want colleagues to get the right balance and to be and feel at their best to continue to deliver brilliant outcomes for our customers. So in return, you can take some time back when it's needed, such as attending your child's school play, a visit to a friend in need or getting your new fridge delivered. Our focus is on getting the job done, not your working hours!

What's brilliant at Home Group is that that you'll be working autonomously with a manageable caseload, so you'll really have time to support your customers'. And because we don't like bureaucracy, you don't need to work your way through red tape or mounds of paperwork and forms to do your job!

What's most exciting is that you'll be at the forefront of ground breaking health and social care delivery and helping us shape the future of it.

What happens next?

Help us shape our future in new models of care.
Apply today and be part of something brilliant.

Visit our website at www.homegroup.org.uk/careers to view all of our roles on offer and upload your CV and covering letter. It's as simple as that! If you want to find out more or have a chat with us first then email our resourcing team at recruitment@homegroup.org.uk

You can also find out more on our LinkedIn, Facebook careers page and Twitter feed.

