



PERMANENT STAFFING FOR A LOCAL AUTHORITY CHILDREN'S HOME



CHARLES HUNTER
ASSOCIATES

Case Study by the Social Care Permanent Team

CLIENT

A county council local authority in Yorkshire.

RELATIONSHIP START DATE

November 2023

PROJECT OVERVIEW

A county council planned to open numerous new children's homes and needed permanent staff at all levels to ensure they could open safely and on time.

OVERCOMING CHALLENGES

A major challenge was supplying a large number of staff for all newly opened homes while maintaining a pipeline of additional staff for future openings. We had to strike a balance between sourcing experienced, qualified staff for children's homes—from senior support workers to registered managers—and identifying unqualified but relevant support worker candidates to meet all staffing requirements.

By leveraging our CRM and advertising the positions on multiple job boards, we successfully found suitable candidates.

OUTCOME FOR CLIENT

Within one calendar year, we successfully filled 27 residential support worker and senior-level positions, including qualified Senior Support Workers and Deputy Managers, to collaborate with the existing Registered Managers. This ensured the clients stayed on track with their timelines for opening the children's homes.

The team we provided included a significant number of qualified Level 3 Children's Home Support Workers, along with unqualified but experienced professionals with young people in some capacity, creating a well-balanced mix of seasoned professionals and trainees for the new homes.

A word from MARK BEAVER, Associate Director, Charles Hunter Associates:

Working with a County Council with ambitious plans of opening new homes and a strict deadline meant we had to get this right. We worked closely with everyone involved to understand the profiles required, the job requirements and the specific homes setups and needs.

With our assistance, this Council could open their homes on time, safely and allowed them to think about the next phase in their project which we are now helping with.

For more information on how we delivered this project, or to work with us **GET IN TOUCH WITH OUR TEAM TODAY!**



socialcareperms@charecruitment.com



01189 485555