



# **London Cyrenians Housing Limited (Cyrenians)**

## **Graduate Support Programme**

***Promoting Recovery & Fulfilment***

## WELCOME TO CYRENIANS

Cyrenians provide care, support and housing in London for people who may be homeless, have a substance misuse issue, a learning disability or a mental health need. Our aim is to provide a safe and supportive environment to help people maximise their potential.

Our services involve people at the heart of their communities and help them to develop skills to live independent lives in the way they choose. We work with local people in an environment that promotes and embraces diversity and celebrates the differences which make people individuals.

Our customers have often had previous experiences of disadvantage, prejudice and discrimination. We ensure that we work with everyone in a way that respects and promotes choice, privacy and dignity.

We currently manage 35 accommodation-based services, across 8 London Boroughs, supporting almost 500 customers. We provide a range of support including intensively staffed high-support services and floating support.

*“In the time I have been working for Cyrenians I have seen how people's lives can change dramatically through small changes, it's not always about the big things, sometimes you need to take a step back and put yourself in others shoes. The impact support workers have on individuals can be huge on daily living, expanding knowledge and skills and customers futures.”*

### The Graduate Scheme

The Cyrenians graduate scheme provides an opportunity for those with the desire and potential to enter into support work. It's open to all graduates, ideally those with a relevant degree, work/voluntary experience, or transferable skills. Graduate Support Workers join existing experienced teams in supported living services for adults with a range of needs including learning disabilities, severe and enduring mental illness, alcohol and substance misuse, homelessness and dual diagnoses\*. Graduates are given the training necessary to be a support worker while gaining a rich experience of this line of work and the sector as a whole. Towards the end of the scheme they will be invited to apply for permanent roles in the organisation. Previous graduates have taken on roles as permanent support workers or have been offered further training and fast tracked into senior roles.

\*Applicants should note on application forms whether they have a particular interest and can discuss this at interview.

*“I enjoy interacting with the customers on a daily basis. No two days are the same on the job. The role is quite dynamic. For instance, one day my key client would like to go-karting, the next day another client would like me to support him by attending a college course with him”*

## WHAT TO EXPECT

### The Application Process

After application forms are received and proceed through the short-listing process, applicants will attend an interview. Successful candidates will be informed about which service they will be working in and start dates will be given once an enhanced DBS check is completed by Cyrenians. If applicants have stated a preference to work with a specific client group or have relevant experience Cyrenians will make every effort to place them in an appropriate service.

### Training

Support Workers on the graduate scheme will have an induction week shortly after commencing work at their allocated projects. The induction training includes core training for all support workers as well as specialised service-dependent training. Further training opportunities are provided as part of continuing professional development.

#### Core

- First Aid
- Fire Marshall
- Personal Safety
- Support Planning
- Risk Assessment
- Creative engagement
- Safeguarding adults
- Models of Engagement
- The Mental Health Act and DoLs
- The Care Certificate & The Code of Conduct
- Organisational values and HR

#### Service Specific

- PROACT-SCIPR-UK<sup>®</sup>
- Positive Behavioural Support
- Personal care
- Mental health and Medication
- Physical Health issues in supported accommodation
- Learning Disabilities & Autism
- Severe & Enduring Mental Illness
- Personality Disorders
- Dual Diagnosis
- Substance Misuse
- Hearing Voices
- Introduction to CBT
- Motivational interviewing
- Psychosocial Interventions

### Ongoing Support and Professional Development

Graduate Support Workers will be expected to attend training events throughout the year and may be asked to present to senior managers about their learning, in order to contribute to organisational strategy. Each Graduate Support Worker will be assigned a mentor who they can contact with any questions, problems or worries. This is in addition to the supervision provided by their line manager within their service. After passing probation participants can request placement in an alternative service in order to broaden their skills and knowledge.

## CYRENIANS – Graduate Support Worker Scheme details

1. **POST:** Graduate Support Worker
2. **Salary:** £18,195 per annum, increase to £19,500 following probation review at 6 months.
3. **Contract of Employment:** Fixed Term of 12 months. A permanent contract may be offered with salaries up to £25,000.
4. **Eligibility to Work:** Under the Asylum and Immigration Act 1999 Cyrenians has a responsibility to ensure that all employees are eligible to work in the UK. Consequently before you can commence work you will be expected to provide evidence of your eligibility to work in the UK. This may be your birth certificate, passport, work permit or other document confirming your right to work in the UK.
5. **Annual Leave:** 25 days per annum plus Bank Holidays, Pro rata for part time staff.
6. **Interest Free Travel Loan:** After completion of probationary period.
7. **Pension:** Cyrenians' pension scheme is administered by NEST. Contributions will be deducted from your salary on the basis of 4% of your basic salary, but this contribution will rise to a level of 5% from the 1st October 2018. You may opt out of the NEST pension arrangements within a time period of 28 days from the enrolment date and further details will be made available from NEST and Cyrenians on the opt out process.
8. **Hours:** The normal working week is 40 hours per week based on a 24 hour rolling rota. Actual hours depend on the requirements of the service and any rota applicable to the post including early and late shifts, sleepovers and weekends.
9. There may be some evening meetings which staff are required to attend as directed and for which no overtime is paid. However TOIL may be taken as agreed with the Line Manager.
10. **Sleepover Rate:** £30.00
11. **Expenses:** Staff will be reimbursed with amounts incurred in the performance of their duties, within an agreed budget, and sanctioned by their line manager.
12. **Handbook:** Issued during induction, containing full information of the Terms and Conditions of Employment and the Policies and Procedures of Cyrenians.

**N.B** All applicants should note that many of the customers smoke cigarettes. Although Cyrenians Head Office is a no smoking area, it is not always possible to provide a No Smoking area within projects, often because of structural considerations. Accordingly, we cannot guarantee that you will never be exposed to cigarette smoke in the workplace.

## HOW TO APPLY

Log onto our website

<http://www.cyrenians.org/my-space/careers/>

and apply online.

Complete the Application Form and return it to the address below:

London Cyrenians Housing Ltd  
235 -237 Vauxhall Bridge Road  
Victoria  
SW1V 1EJ

If you have any queries please contact us at:

[recruitment@cyrenians.org](mailto:recruitment@cyrenians.org) or 020 7938 2004 (option 3)

## Open Days

We run open days where applicants can meet staff and customers, along with previous members of the graduate scheme. Please contact us for further details.