

Home-Start Staffordshire Moorlands

Mission

Home-Start Staffordshire Moorlands is part of a local community network of trained volunteers and expert support helping families with children and young people through challenging times. Home-Start help parents be the best they can be. There's no judgement, just compassionate, confidential help and expert support. Starting in the home our approach is as individual as the families we work with.

The Local Picture and Staff Team

Home-Start Staffordshire Moorlands was established in June 1998. The scheme provides support – both group and home visiting support to families primarily who have children aged 0-4 who live in the Staffordshire Moorlands district. The scheme delivers home visiting support through a team of volunteers who provide practical and emotional support to families together with our skilled and experienced Family Support Volunteer Coordinators. In addition, we run groups at our office in Leek and elsewhere in the district and also provide Book Start visits to families in their own homes to promote early communication and learning.

The scheme has operated in the Moorlands for 25 years and in 2017 was awarded the Queen's Award for Volunteering which recognises the quality of support provided by volunteers in the District.

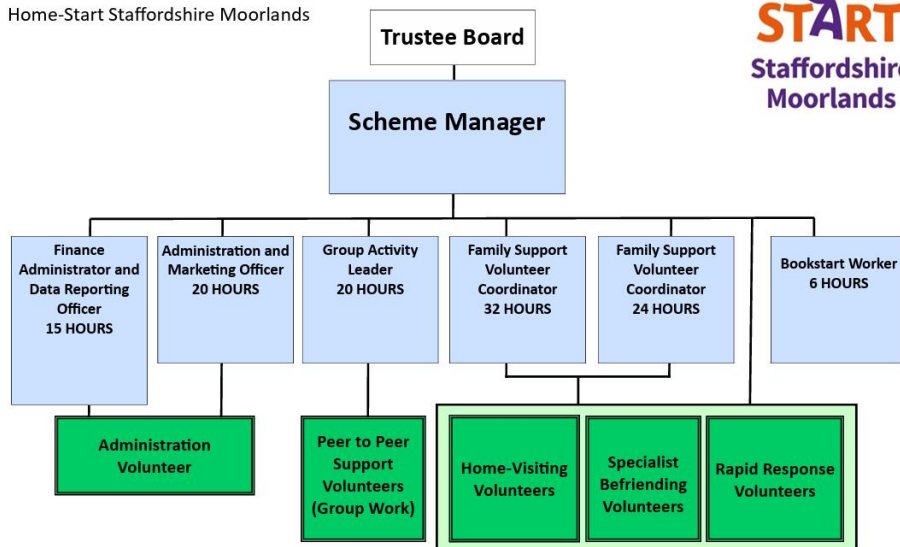
In the last year the scheme supported over 120 families across the district through our home visiting and group support.

You can discover more about Home-Start Staffordshire Moorlands from our website (www.homestartsm.org.uk) or at the Charity Commission – registered number 1135201 or at Companies House – registered number 7167797.

Background information

Resource Structure

Home-Start Staffordshire Moorlands



Additionally:

- **Volunteers:** The scheme currently has 30 volunteers involved in the scheme. Currently 22 volunteers are providing direct home visiting support to families, 1 volunteer assist at our groups and 1 volunteer helps with administrative support in the office. The scheme is committed to increasing the number of volunteers involved in the organisation.
- **Trustee board:** The scheme has a strong and engaged trustee board comprising of 9 individuals from a range of backgrounds: including industry, finance, marketing, social care, health and education. There are 2 volunteer representatives on the board and an ex-family.
- The scheme benefits from healthy reserves and is reliant on grant and fundraising income. The current budget is around £160K and the scheme currently has grant funding from Reaching Communities and BBC Children in Need . We also have funding in place from Universities Hospitals of North Midlands & NHS Charities Together and The Garfield Weston Foundation. The scheme has funding available to resource a Funding Associate (known to the scheme) to support grant/bid applications in the year ahead and preparatory work on some future bids will be undertaken over summer/early autumn.
- The scheme's support is focussed on the early years (0-4).

What the staff team said they are looking for in our new Manager:

Empathy for our families	Want the best for our Home-Start families	Relevant experience in a similar role	Non-judgemental
Listens to others & respects others' views & experience	To support and build on the strengths of the team	Honest, kind, friendly and fair	Organised
Approachable	Purpose driven & altruistic	Team Player	Flexible & empathic to the lives of the team
Knowledge of charity finance, grants & fundraising	Open minded	Diligent	Someone who embodies the ethos of Home-Start
Inspire self-development, self -esteem, pride, achievement of purpose & avoid micro management			

The main terms and conditions include:

Contract – Permanent

Salary - NJC Scale 26 - 30 (£34,834 - £38,223)

Hours – 37.5 hours.pw

Responsible to – Board of Trustees

Holidays – Holiday entitlement is 4 weeks of the normal working week per holiday year. In addition there is entitlement to a further 8 bank holidays on a pro rata basis.

Notice Period – The probationary period is 6 months, during this period notice is 1 week and thereafter 3 months.

Disclosure and Barring – Due to the nature of our work background checks (references) will be taken up, you will be required to have an enhanced DBS check.

Finance Checks- Due to the nature of the responsibilities involving funding applications and management responsibility for finances, all candidates will need to complete Charity Commission automatic disclosure form. (enclosed)

Pension - Home-Start is a member of the TPT Retirement Solutions (formerly The Pensions Trust) – Growth Plan Series 4 and the Ethical Fund. Full details of the scheme are available from the scheme. Upon admission Home-Start Staffordshire Moorlands will pay a contribution of 8% of your salary provided that staff contribute a minimum of 2% of their salary.