

Transforming lives together

Careers at Anchor





Caring as a career.

We help you use your caring nature to make a real difference.

In every role you'll be doing something that matters with a real human impact.

And for that, you'll be recognised, valued and listened to.

Through schemes, awards and heartfelt expressions of thanks, you'll be left in no doubt about when and how you've gone above and beyond. And through conversations, surveys, forums and digital channels, you'll have the opportunity to make your voice heard.

Whether you're highly experienced or just starting out...

Our comprehensive learning and apprenticeship program will give you the tools and support your need to get even better at what you do.

We believe in paying our people a salary that rewards their hard work.

Plus, we've negotiated some fantastic benefits that we offer all of our colleagues.

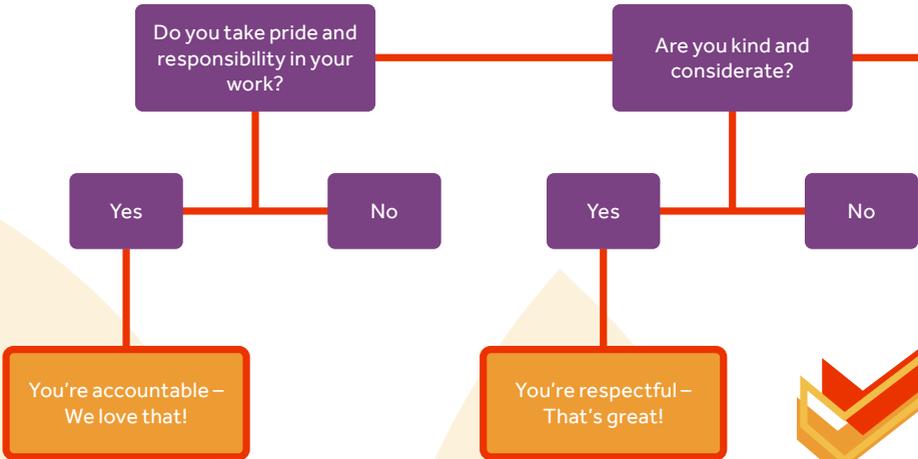
Giving you the tools to grow your career.

Giving you the opportunity to grow your career. We'll always use our resources to help you take the next step and grow the career you want. After all, we'll want you to stay with us.



The building blocks of our colleague community...

Anchor builds communities of older people who have the opportunity to live their lives in the way they want. We also build a community of highly committed and talented people who create welcoming, supportive environments where residents can thrive. Our communities are based on our [ARCH](#) values, do you have what we're looking for?



Accountable

We are **positive** about our work. Take **responsibility** for doing a brilliant job and focus on celebrating our **success**. We are personally **accountable** for our actions and **keep our promises**.

Respectful

We **care** about people and show **kindness**, putting excellent customer service at the heart of what we do. We **listen** and **encourage** a variety of perspectives to be shared by **including** and **valuing** everyone.



Do you want to be an Anchor colleague?

Yes

No

No problem, we wish you luck with your job search!

Are you innovative and collaborative?

Are you reliable and transparent?

Yes

No

You're courageous –
A perfect fit!

Yes

No

You're honest –
A key virtue!

Courageous

We demonstrate **courage** to shape a better future by constantly seeking to move forward; improving and innovating our services to **make a difference**. We break down barriers and build connections through **collaboration**. We're pioneers in our services.

Honest

We show **integrity** and demonstrate openness and transparency in everything we say and do. We are **reliable**, keep things simple and have **honest** conversations about what matters. Customers and colleagues **trust** us to keep to our word.



Celebrating diversity, celebrating you.



Anchor is proud to be an equal opportunity employer. We aim to celebrate diversity and inclusion in all that we do, as we know that the more diverse our colleague base, the better care and support we can give to our residents and each other.

To ensure we are constantly listening, consulting and learning from experience, we are proud to have an LGBT+ resident group for our customers, and also Disability, LGBT+ and race and ethnicity colleague networks. These work closely with the organisation to celebrate diversity, address concerns, review policy and practice and empower our colleagues. We also have an Inclusive Ambassador network to allow all colleagues to be part of promoting diversity and to be an ally to others. We are a member of Inclusive Employers, a Stonewall Champion and a signatory to the Care Leaver Covenant and HouseProud Pledge schemes.



Supporting carers, supporting you.



An inclusive
recruitment
process

Competitive
wages

Carer-friendly
policies

Listening
& Acting

As an organisation that cares for and supports so many, we value carers and understand the challenges faced by people that care for others at home. That's why we're proud to be an employer that offers the flexibility and support you need to balance your career and responsibilities as a carer.



Harry's Pledge

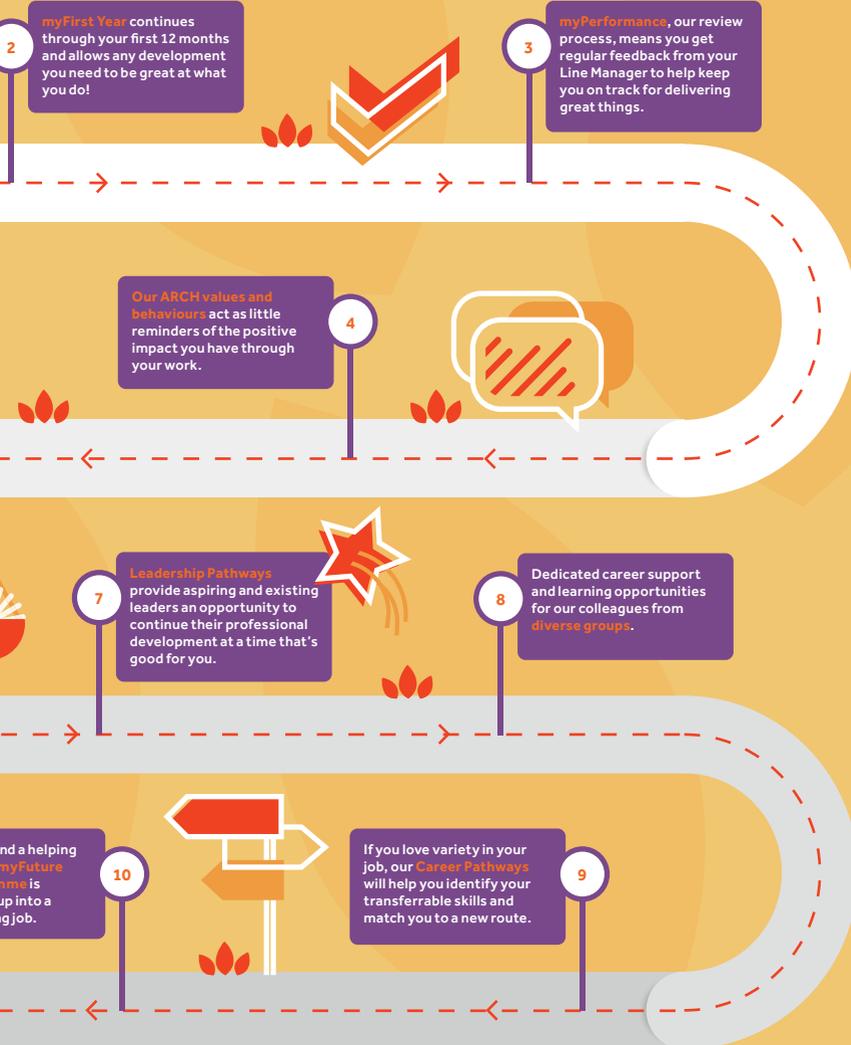
Our colleague journey and route

Our highly-skilled Organisational Development team deliver courses in evening and we are an endorsed provider with Skills for Care. This means that Skills for Care is one of the best learning and development providers within the adult social care sector.



es for progression.

Everything you'll need to succeed in your role for Care have recognised us as one of the



Rewards and benefits.

Everyone at Anchor – for want of a better word – cares. None of us would be here without that passion, enthusiasm and desire to help people. Because Caring is Everything here. And everything starts with you.

As a not-for-profit organisation, every penny we make or save gets reinvested in our residents and the people who work here. Many of our benefits are specifically designed to help you to be healthy, and happy.

Learning and Development

Our highly-skilled Organisational Development team deliver courses in everything you'll need to succeed in your role and we are an endorsed provider with Skills for Care. This means that Skills for Care have recognised us as one of the best learning and development providers within the adult social care sector.





Mobile Phone Discounts



Health Care Cash Plans promotions



Employee Assistance Programme



Birthday Leave prioritised



Cycle to Work Scheme



Energy Provider Switching Service



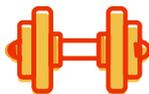
Free Eye Tests



Savings Through Salary



Discounted Cinema Tickets



Gym Membership Discounts



Financial Rights Support



Holiday Buy and Sell Scheme



Flu Jabs



Free Uniforms



Colleague recognition Scheme



Training and development

"I'm a big fan of My Shopping Discounts - I've saved £457.24 so far, mostly on my weekly food shops."

Sandra, Development Advisor

"I received a voucher for a free eye test, and then another £55 voucher towards new glasses!"

Sarah, Estate Manager



What our colleagues say about us.



"I am so proud to be a Home Manager. I am proud to have a job that makes such a difference. I remember my first day ever in care and being worried I wouldn't be able to do it. I skipped all the way home after my first shift and have skipped ever since."

Kristy, Home Manager



"Working for Anchor has been the best decision I've made for my career and for myself personally. I feel like my opinion matters, and the organisation encourages everyone to be the best they can be – whether that is through opportunities to upskill or their strong emphasis on wellbeing. I truly feel at home working for Anchor."

Lauren, Marketing Executive

"After 23 years in the Armed Forces, joining Anchor as a Scheme Manager gave me the opportunity to show and improve my transferable skills. Just like the Military, Anchor has a strong ethos as well as core values that really do matter. As a Scheme Manager no two days are the same, and to be successful you must enjoy and be passionate about making a positive difference, as well as ensuring your Residents really do love living, later in life." "

Scott, Scheme Manager



What our residents and relatives say about us.*



"My mum is treated with respect and dignity. All staff ensure residents are made to feel special, they are cared for well ensuring they are dressed and hair done. It has been very difficult this year with no visiting but when I ring I always get the information I ask for and particularly like to see the FaceBook posts with all the activities. The staff have been tremendous through this pandemic and have put residents first. The food has also been excellent and varied. My mum loves her food!!"



Linda, Daughter of Resident



"Montrose Hall is exceptional in its care delivery for clients who have a diagnosis of dementia. From the moment we were introduced to the team and the home we felt immediately at ease that a high-class quality care provision was being delivered in our community. Every member of the care team was polite, friendly, welcoming and emphasised with the tough decision we faced in having to find alternative accommodation for my Grandma. The bedrooms are home from home and staff genuinely care for the residents and clearly treat the residents as one of their own. I would highly recommend this care provision - a gold standard care provider."

Shelley, Granddaughter of Resident

"It is very nerve-wracking to choose somewhere for a frail and vulnerable parent, but I had already heard so many positive things about Millfield from people familiar with the home. And those reports were right. The friendliness of the staff, the way they all introduce themselves and make everyone feel welcome, nothing is too much trouble. The staff should be congratulated for keeping going to such a high standard of care, despite everything that they have all been through these last few months. It's lovely to feel so reassured that our Dad is receiving excellent care."

LC, Daughter of Resident



Take the next step...

1 Telephone Screening

After you apply, we'll contact you in the next contact you within 48-72 hours for telephone screening. This is so we can find out a little more about you and to confirm key information about your experience and background. At this stage you must also confirm if your name has been added to the Disclosure and Barring Service Adults Banned List and we will ask for your Right to Work documentation. If successful, you'll move on to an interview.

2 Interview

This is your opportunity to get to know us and for us to learn more about your qualities, previous experience, reasons for applying and the skills and qualities you can bring to the role. Just so you are prepared – we will ask you to provide proof of ID to include the following:

- Proof of right to work in the UK e.g. a current Passport or Biometric Resident Permit
- Second identity document e.g. a current Driving Licence or your Birth Certificate
- Proof of Address e.g. a council tax bill (issued within the last 12 months) or a bank statement/or utility (gas or electric) bill (issued within the past 3 months)

We'll also need you to provide us with your references. At the end of the interview you'll be notified as soon as possible if your job application has been successful. If successful, we will either offer you a position or depending on the job role you have applied for, you may have a further stage. We will let you know the exact stages for your application at the end of the interview.



3 Induction

If we have offered you a role, congratulations and welcome! Once all the paperwork and checks have been completed you'll take part in our induction which provides you with the opportunity to get to know your new role and responsibilities.

The induction is designed to support you with learning on the job. As you continue to progress you'll have the chance to develop your skills and be invited to other specialist courses and programmes to help you develop your career.

**If you're ready to take your next step,
search for available jobs below.**





Find out more on our website:

 anchor.org.uk/careers

Follow us on social:

 linkedin.com/company/anchor

 facebook.com/anchorjobs

 twitter.com/anchor

 Instagram.com/anchor

