

Apprentice Carers

Further particulars

Fairfield Residential Home is an independent charity providing care and assistance to elderly residents in a unique and supportive environment. Founded in 1947, it has a long-standing reputation for delivering excellent standards of care. Initially established in a large Victorian house at 115 Banbury Road, Oxford, it is now housed in a bright and airy purpose-built facility, completed in 2018. This provides 38 en-suite bedrooms, some of which are suitable for couples, with good quality communal facilities including a large lounge, a dining room, a fully equipped activities suite, a social hub with IT facilities and a wellness and beauty room. In addition, there is a separate 2-bedroom cottage currently providing assisted living for one resident. The home is set in an attractively landscaped garden with an orchard.

Fairfield is a company limited by guarantee (company number 5639165) and a registered charity (charity number 1114653). It is governed by a Board of Trustees and is regulated by the Care Quality Commission (CQC). It was rated Good by the last CQC inspection report dated March 2018. It currently employs around 40 staff.

At Fairfield our vision is of an exceptionally happy home where residents enjoy a fulfilling later life.

To achieve this, our mission is to provide outstanding individually tailored support in a home filled with kindness and compassion.

Fairfield is particularly noted for the love and affection its staff have for its residents and maintaining and enhancing this ethos is a key consideration when recruiting new team members. We also understand the value of our staff in making Fairfield the special home that it is and aim to enable everyone in the team to benefit from developing their skills and progressing in their careers to realise their individual ambitions.

We are currently recruiting Apprentice Carers.

Employee benefits for Fairfield staff include:

- competitive rates of pay;
- Standard Life auto-enrolment pension scheme;
- free meals while on shift;
- free parking while on shift subject to availability;
- free training with in-house support and mentoring;
- free uniforms (or £150 annual clothing allowance for Social Wellbeing and Maintenance);
- free access to an employee assistance programme with a range of services including shopping discounts, financial and legal advice, counselling and a health and wellbeing smartphone app;
- a joining bonus of £250 payable on successful completion of your probationary period.

Application Process

To apply, please email your completed [application form](#) to recruitment@fairfieldhome.co.uk

Early application is advised as we reserve the right to close applications and appoint early for the right candidate.

All candidates must have the right to live and work in the UK and will be required to provide evidence of this in line with government guidance <https://www.gov.uk/prove-right-to-work>.

Agencies: Please note, Fairfield does not accept unsolicited CV's from any agencies. We only accept CV's from agencies that have been appointed and briefed on the position currently advertised.

Apprentice in Health and Social Care

JOB DESCRIPTION

JOB TITLE	Apprentice Carer
REPORTING TO	Team Leader
HOURS	30 hours per week
HOURLY RATE	£6.62 (up to age 18 or for first year if over 18)
JOB PURPOSE	To work as a Health & Social Care Apprentice in a supported learning environment to develop the skills and knowledge to achieve specified qualifications, secure employment and progress your career in social care.

Introduction

This Job Description is intended to provide a clear framework for the job holder to guide them in the requirements of the job. It indicates only the main responsibilities and competencies of the post and is not intended to be an exhaustive list. It is the job holder's duty to ensure that they are familiar with all procedures and policies relevant to the job.

Overview of Main Responsibilities (What the job involves)

Key Responsibilities	<ul style="list-style-type: none"> ➤ To work as part of the care team to provide care and support in line with Fairfield's 'Visions and Values' in order to maximise residents' quality of life. ➤ To undertake a care certificate and NVQ2 with Activate Learning. ➤ To complete all training and participate in development activities as required by the Fairfield and the training provider.
Resident care and support	<ul style="list-style-type: none"> ➤ To undertake a variety of care duties, initially with trained carers present, in relation to residents' physical and personal needs including washing, dressing, bathing, toileting, serving meals, assisting to eat and any other personal needs.

	<ul style="list-style-type: none"> ➤ To promote the dignity, privacy and encourage the independence of residents under the supervision of the team leaders, seniors and other care staff. ➤ To assist with social and recreational activities for residents and to encourage and support resident engagement. ➤ To complete relevant records on PCS and contribute to the preparation and review of individual residents' care plans. ➤ To work to Fairfield's standards and actively participate in their implementation within the home. ➤ To respect the confidentiality of all matters learned in the course of employment. ➤ To respect and have a working knowledge of GDPR. ➤ To be aware of responsibilities under the Health and Safety at Work Act 1974. ➤ To undertake any other duties, depending on skills and competency, to enable the efficient running of the home and the delivery of excellent person-centred care.
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Relevant Competencies (How the job needs to be done)

Competency	Detail	Essential/ Desirable
Performance Focus	➤ Ability to understand and take instruction from Senior Care Assistants and Team Leaders	E
	➤ An ongoing desire to learn and to achieve excellent standards of care	E
	➤ Ability to prioritise workload.	E
	➤ Flexibility in dealing with the needs of residents.	E
	➤ A safe and practical approach to work.	E
	➤ Good timekeeping.	E
Effective Relationships	➤ Ability to establish and maintain good working relationships with staff and residents.	E
	➤ A caring and positive approach to residents and to colleagues, helping to foster a warm and comfortable environment in the home.	E
	➤ A willingness and an ability to work cooperatively with colleagues to produce the best outcomes for the home.	E
Communication	➤ Ability to check and ask for more information if requests received are not understood	E
	➤ Ability to communicate well both in the written and spoken word.	E

	<ul style="list-style-type: none"> ➤ Ability to deal appropriately and empathetically with sensitive and confidential matters. 	E
Professional Skills, Knowledge and Experience	<ul style="list-style-type: none"> ➤ A well groomed and tidy appearance. ➤ Sufficient IT knowledge to be able to complete the requirements of an electronic Plan of Care system. ➤ 	 E E