



Shropshire
Council

Home is where the heart is.

WELCOME TO THE RESIDENTIAL GROWTH PROGRAMME.

Rated 'outstanding' and 'good' by Ofsted.

All photos are taken from our homes

What is the residential growth programme?

The residential growth programme is a breakthrough in residential care for Shropshire's vulnerable children and young people. At our homes across the county, children and young people receive the love, care and therapeutic support they need, so that in time they can return to their families, live with a loving foster family, or get ready to live independently.

Each home houses only two or four children at any one time. Each home gives children and young people the time, space and support they need to grow as people, and to enjoy being young. The three residential homes offer stable, supportive and homely environments. Children and young people can stay living in Shropshire, close to their families, schools, and social networks.

All of our homes have a specialist purpose to ensure we can meet the individual needs of young people: homes for early intervention, homes for permanence, homes for planning and homes for progression to adulthood.

Join our residential growth team in any one of six homes across Shropshire, and you'll join a group of experts who are passionate about improving the lives of some of the most vulnerable children and young people in the county.



‘Welcome home’: two little words that mean a world of difference.

For most people, it’s just a run-of-the-mill greeting. But for the children and young people we care for, ‘welcome home’ means the world. Most of all, it means that they have found a home they can call home; a place where they know they really are welcome.

Often for the first time in their young lives, children get to live in a home where they can feel safe. Where they know they’ll be looked after, given every chance to succeed. It’s something most of us take for granted. For vulnerable children, it’s a glimpse into the supportive family life that their stay here will prepare them for.

And it’s all made possible by people like you. We’d like to welcome you, too, to a place where you’ll be supported to make the most of your potential. You’ll feel right at home, too.

Our homes are supportive environments where children, young people and staff alike are given every chance to grow and develop

A message from Tanya Miles,

Executive Director of People

The residential growth programme is nothing less than a breakthrough in residential care for children and young people. Previously, vulnerable children and young people in Shropshire who needed care only had very limited options. We had to place children in costly residential placements, often far away from their friends, families, schools and social networks. The outcomes were not right for children, or the council.



This had to change. We've made sure it has. Each 'home' is an actual, real, proper home. Children and young people are treated as individuals. All staff are specialists whose one desire is to help.

There's the time, space and support to grow and develop as a person. Wherever you join us, you'll be a key member of the team that's transforming lives, helping children overcome their traumas, in an environment filled with love, care and the best professional support we can give.



Each home houses no more than four children at a time. The success of the programme is such that we aim to increase that number. For Shropshire Council, the residential growth programme is further proof of our unwavering commitment to corporate parenting. Many diverse departments come together to make the programme happen – all united by their desire to improve the lives of the children and young people for whom we care.



I cannot express just how proud I am about the residential growth programme.

I'm proud of everyone within the council who's made it happen. I'm proud of every single person who I work with. And I'm so very proud of the children and young people themselves, who have been through so much, and who work so hard with our support to get the lives they deserve. I know you will be, too.

I look forward to working with you.

Tanya Miles,
Executive Director of People

A photograph of three people sitting around a wooden table in a bright room with large windows. On the left, a woman with short brown hair wears a leopard-print top. In the center, a man with glasses and a beard wears a dark quilted jacket and holds a green mug. On the right, a man with grey hair wears a green hoodie and a watch, holding a red mug. A wire basket filled with fruit sits on the table. A blue text box is overlaid on the top left of the image.

It takes a very special type of person to work here.

Staff are encouraged to share their views

I'm proud of every one of my colleagues. Proud because I know just how difficult this job can be. Caring for some of Shropshire's most vulnerable, frightened and traumatised children isn't easy. Of course, you need to show a lot of love, nurture and patience. You will also need to rely on every ounce of your own resilience with the support of your team to work through the challenges, as it takes time enabling children to overcome their trauma.

But the highs when they come – and they do always come – are incredible. We're in this together, all of us. Stick with it, and I'll promise that we'll stick with you. Be proud of what you're doing – because you're doing something life-changing, you really are.

Dan Old, Residential Service Manager

Benefits:

Care for our children and young people, and we'll care for you.

Join the Residential Growth team and not only will you embark on a rewarding career. You'll also enjoy a wide range of excellent employment benefits, including:

Comprehensive induction training programme:

because we'll never throw you in at the deep end.

Access to a wide range of relevant

and continuous professional development training opportunities: because residential growth is about helping you to grow, too.

Local government pension scheme

with a generous employer pension contribution: because your future matters.

Consistent rota pattern:

because you deserve consistency in your professional and personal lives.

Local and national rewards and benefits scheme:

because your hard work deserves to be rewarded.

A generous annual leave

entitlement of 27 days per year, rising to a maximum of 32 days after 5 years' service: because your personal time is important.

Opportunities for career progression

as part of a multi-disciplinary team: because you're ambitious to take your career to new heights.

Our vision for our people

Everyone will feel valued and **supported**

Together we will **develop**

Together we will create a homely **environment**

Together we celebrate and recognise **achievements**

Together we will focus on the **positives**

Together we will feel challenged to do our **best**

Together we will create a sharing **environment**

Our homes are rated 'outstanding' and 'good' by Ofsted.

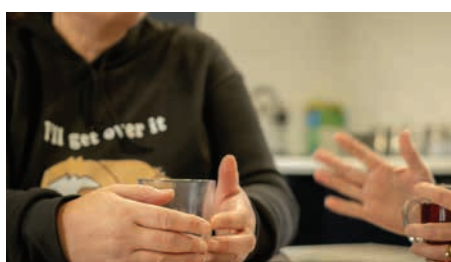
"...Children have made excellent progress in important areas of their lives from their starting points since moving in. This is because children experience exceptional stability as a result of the close relationships they have with the staff and the consistent, individualised support that staff provide.



Managers and staff work hard to make the home a warm and welcoming place for children to live. The home is highly personalised and reflects children's interests. One child is an accomplished musician and plays in a band. A guitar and keyboard are readily to hand in the lounge for the child to practice on. Another child is a keen football supporter, and football paraphernalia is on display around the home. Staff encourage children to bring their friends to the home, where they watch television, enjoy a meal and relax. Children take pride in their home, which helps to increase their self-esteem and self-worth.



Children's emotional health and well-being are the highest priority for staff. Staff use interactive resources with children to enable them to name their emotions and feelings and to talk about them. This enables children to understand their emotions and to learn to regulate their complex behaviours.



Staff support children to gain excellent skills for independent living. They implement bespoke plans which enable children to progress in their own time in line with their abilities. This includes helping children to complete a curriculum vitae, apply for part-time work, apply for their driving licence and to spend time independently in the community."

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The difference you make: children and young people in their own voices.

The difference our people make to vulnerable children, young people and their families lasts a lifetime. Together, we break the cycles of trauma, neglect and abuse, and give children a bright future. We're sad to see them go. But happy to see them bloom. But don't just take our word for it.

“ Don't u think it's mad, the person who I used to be to the person I am now?! I think it's crazy I've even got this far. If I'd never come here, I don't know who I'd be – you really shaped me into the person I am today. One day, I'll achieve stuff and come back and see you all. I want to be the police officer who comes round to talk to everyone. ”

Anonymous Young Person.

“ I just want to thank you all for all being there for me. I made so many memories good, and bad which I will never forget, I don't think I could if I wanted to lol. I appreciate what you all have done for me. I can't believe you all put up for me for nearly 3 years! Anyways, think I'll be seeing most of you anyway. I got an owl for the garden as a little thank you and that my names stands for 'little wise owl'. Thanks again for all that you guys have done for me and always never thinking any different of me. ”

Tracey (name changed)



Our homes are good places to live and work

“ I love you all, I never thought I would say that, the home has taught me everything I know, how to express, how to cope, how to succeed. I came here a diffe rent person to the person leaving, a better person. ”

Anonymous young person, living independently



What's in a name? A place to feel safe.

*Children and young people feel
comfortable expressing their views*

One of many reasons for the success of the Residential Growth Project is that we involve children and young people in as many decisions as possible. When we moved to one property, it was originally called 'Gracelands', which the children felt wasn't right. One of the young people who stayed with us felt that the place should have 'Hill' in it, and we all agreed. We looked around the Oswestry area and discovered that there's a big, ancient hill fort there, called 'Caer Bryn', which means 'hill fort', and is pronounced 'Kyer Brin'. We all decided that 'Caer Bryn' would be a fantastic new name – the home is in the hills, and children can feel safe here, like being in a fort. Giving children their voice helps them overcome their trauma, and gain confidence in themselves. And it's all made possible because we work in an environment where we all support and trust one another – children and staff alike. Join our team, and you'll be supported to have your voice, too.



Why cottage pies, lasagnes and roast dinners are all our recipe for success

The children and young people who live with us have often had very fractured home environments.

They've simply never experienced many of those 'homely' things that the rest of us take for granted. And helping children overcome their traumas isn't just about giving them professional therapeutic support – although that's obviously vitally important, too. It's about ensuring that they really feel like they're in a loving, supportive family environment. In that context, something as simple as a good, nutritious, home-cooked meal every evening really makes a huge difference. Good food helps regulate emotions and helps children feel safe, valued and important. That means children are able to focus better at school, concentrate on their homework, and build better relationships with friends, family and carers. At our care homes, it's the little things that make such a huge difference.

Healthy, nutritious meals help children feel safe, valued and important

Vision

To ensure all of our children have the opportunity to live in a home that enables them to achieve their full potential

Mission

To provide our children with nurturing and homely environments where they can thrive with people that care

Our values: PARENTAL

PRIDE | We take pride in our achievements

ACEPTANCE | We care for others unconditionally

RESOLVE | We are committed

EMPATHY | We show compassion

NURTURING | We create growth through support and challenge

TAKING RESPONSIBILITY | We take ownership

ADVENTUROUS | We find creative and innovative solutions

LOYALTY | We are genuine and honest