Caritas
Diocese of Salford

Join Caritas Salford

Supporting people experiencing homelessness, poverty and discrimination in Greater Manchester and Lancashire











Because everyone deserves hope, a safe home, and a future built on dignity

CARITAS DIOCESE OF SALFORD
www.caritassalford.org.uk
0161 817 2250
info@caritassalford.org.uk
@CaritasSalford
@CaritasSalford
@Caritas_Salford
@CaritasSalford
Charity number: 1125808

Registered with FR FUNDRAISING REGULATOR

Dear candidate,

Thank you so much for your interest in applying for a role at Caritas Salford.

We're a charity that supports people in the heart of our local communities across Greater Manchester and Lancashire and we can only do that thanks to the dedicated team of staff and volunteers that work across the organisation.

Each and every person who works at Caritas plays a role in helping us to work alongside people in the local community experiencing isolation, poverty, disadvantage and homelessness. Whether that's staff working in our services or those behind the scenes, our team is motivated by a desire to help others transform their lives with dignity.

We believe everyone, whichever community they are from deserves to be able to live the best life they possibly can and we're privileged to support many people to do so.

If successful when applying for a role here at Caritas, you'd be joining at an exciting time for our organisation. We have been working hard through the cost-of-living crisis to ensure we are able to evolve and that our services, systems and processes remain fit for purpose not just now, but for future years to come too.

We're excited about the opportunities that are ahead and I hope that you are able to be part of it.



If you share our passion, have the skills and experience, and want to help us take action to change lives across Greater Manchester and Lancashire, we'd love to hear from you.

Thanks again for your interest in Caritas Salford.

Best wishes,

Patrick O'Dowd

Director

Did you know...?

We were created in 2008, and have since incorporated the work of Catholic Children's Rescue Service, Catholic Welfare Societies, St Joseph's Mission to Deaf People, Justice and Peace, Racial Justice and Catholic Family Care to bring together work of individual charities created over more than a century. We support people of all faiths and none, and we're proud of our rich local heritage.

Our reach spans

620

square miles across the area.



We support **thousands** of people every year with our community based services.

We have **99** staff and more than **266** volunteers who support them as they work alongside people in the local community

We couldn't do what we do without our amazing and dedicated team.

Will you join us to help make a difference to even more lives?

About us

Our vision:

Our vision is for a society where there is justice and equality, and where the voices of people experiencing poverty, disadvantage and/or discrimination are heard, valued and acted upon so that all people can live in peace and dignity.

Our mission:

Love in Action – our mission is to help those across the Diocese of Salford experiencing poverty, disadvantage and discrimination to transform their lives with dignity.

We provide a practical response to those in crisis, suffering hardship or who are at risk. We rebuild lives for the long-term, enabling people to live in a safe, healthy and secure environment.

We call for a better, more just world, where the voices of the poor are heard and acted upon and we positively influence the systems, decisions and resources that affect those in need.







Our objective:

We want a society where everyone, whether local or displaced, neighbour or newcomer, is respected, valued and heard – where every person has hope, a safe home and the opportunity to build a thriving future free from poverty, in dignity and peace.

Together we stand with people across Greater Manchester and Lancashire to overcome poverty, restore belonging, and ensure no-one is left behind.

We support thousands of children, young people, families and individuals every year in our community and outreach services

Our values:

Respect:
valuing the worth of people; colleagues, volunteers and those we serve

Integrity:
honesty, truthfulness, straightforwardness and forth rightfulness

Ambition:
positive desire to achieve things for the common good

Collaboration:
exploring opportunities for partnership and mutual cooperation, while remaining faithful to our core mission.









Employee terms, conditions and benefits

Salary Policy

The pay structure is designed to attract and retain the most talented and dedicated people. The structure is reviewed on an annual basis to ensure that salaries remain affordable and competitive.

Annual Leave

We have an annual leave entitlement of 26 days per year in addition to bank and public holidays. Our annual leave year operates from 1 April to 31 March.

Pension Scheme

We provide all employees who earn more than the threshold membership of a pension scheme with Aviva. Currently our contribution is 5% of qualifying earnings.

Life Insurance

Twice annual salary payment for a death in service.

Occupational Sick Pay Scheme

Caritas offers a generous Occupational Sick Pay Scheme which increases with length of service.

Employee Assistance Programme

We offer employee's access to an Employee Assistance Programme from Wisdom Wellbeing, which offers support including:

- 24/7 counselling, legal and information line, at no cost to employees
- Critical incident advice and telephone support
- CBT with SilverCloud
- Online health portal and access to the Wisdom app
- Management support line and counselling
- Occupational Health assessments at preferential rates
- Manager support guides

Support, Learning and Development

We are committed to developing skills and expertise and offer training and support to all employees. Employees are encouraged to develop and are required to attend mandatory training, other appropriate training, participate in supervision, annual appraisals and development reviews.

Policies and Procedures

We have comprehensive policies and procedures which support family friendly policies including flexible working and work life balance.

Eye Care Scheme

Employees who are computer users have the right to request an eye test, the cost of which will be refunded and if glasses are required for VDU work a financial contribution will be made.

Annual Staff Conference

Staff are invited to attend the Annual Staff Conference.

Accredited Membership

Caritas is a Disability Confident Employer and a Living Wage Employer.

Cycle to Work Scheme

Cycle to Work is a government initiative which offers the most cost-effective way to get new cycling equipment.

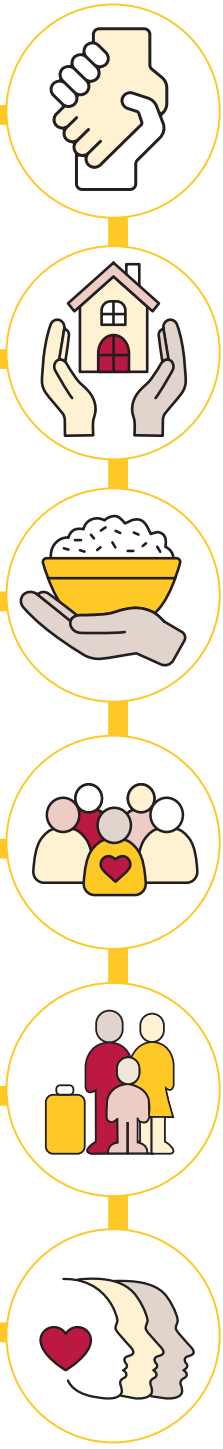


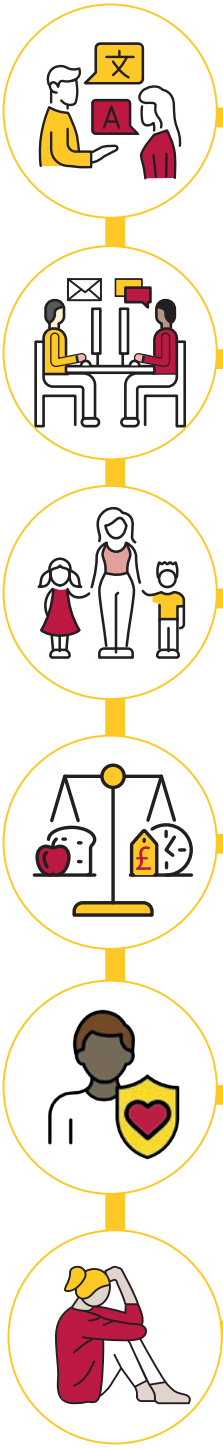
Our services and their impact

We run a wide range of community and outreach services across Greater Manchester and Lancashire, supporting people experiencing poverty, homelessness and discrimination. You can read more about our services on our website at **www.caritassalford.org.uk/Services**

We're proud of the services we provide and the support we give helps people locally make a real, tangible difference to their lives.

- Acute crisis support
- Housing and homelessness help
- Food crisis support
- Help for children, young people and families
- Support for refugees and people seeking safety
- Physical and mental health and wellbeing support





- Accessibility assistance and advice
- Business, education and training
- Formation and animation of local communities
- Assistance and advice for people experiencing poverty
- School social work,counselling, safeguarding and other support
- And those experiencing forms of isolation and discrimination.



“My family experienced a house fire during the summer holidays, losing most of our belongings and meaning we were moved into a temporary accommodation.

The children were struggling with dealing with what had happened and our school asked Caritas to support them and to help me as their mum too. They really did help us in so many ways at what was a really challenging time.

They supported us around housing, and helped with a Bishop’s Fund application to help us replace items that had been destroyed in the fire.

They even included Christmas gifts for the children. The support they gave helped us with those practical things, but also on an emotional level, easing our anxiety and stress, despite everything that was going on.

I’m hoping that we will soon be settled in our forever home, beginning again, and moving forward as a family together.”

Person accessing our services

“Thank you for your help. I was really at my limit and didn’t know what to do, but you were there.

I was sleeping in the cemetery and walking from there to your centre every day gave me huge blisters on my feet so I couldn’t wear any shoes without pain.

It just felt like there was no point in asking for help. My mental health was really hard but your staff helped me to get some accommodation so I wasn’t on the streets any more and helped me get mental health support as well.

Every morning, staff helped me to look after my feet, using bandages and sterile wipes and they got me to see the nurse at the drop-in session.

I am hoping to move into a longer term accommodation soon and I want to volunteer too when I am in a better headspace.

You’re always there and helped me get off the streets. I didn’t have the energy but you did. You got it all sorted, and I really appreciate you. I’m going to get settled but I will be back to thank you again.”

Person accessing our services



“I’m a single mother and I’m a refugee here in the UK, caring for my daughter who was born with disabilities.

I find it easier to manage my finances thanks to the support you have given and I am feeling much better within myself thanks to the reduced stress and less worry.

The food I get at the pantry really helps reduce the cost of our weekly shop and the halal meat is a big help especially as it is so expensive to buy nowadays. I like when you have my favourite vegetables from the allotment too and I often make special dishes from my country with them! But it is not just the food, you bring us happiness inside and smiles, because you help us in so many ways and it is a really safe place.

Finding this place really saved my life and I can’t thank you all enough.”

Person accessing our services









“I was born and raised in Manchester and have worked most of my life. I recently became homeless and was sleeping rough before getting into Caritas House, supported accommodation.

I was really happy to have my own room and feel safe again.

Staff supported me to sort out my debts and pension, and to get help for medical issues too. We discussed longer-term accommodation options, and I decided to move into sheltered accommodation to be around other people my own age. The Caritas team supported me with the application, viewing and tenancy sign-up meeting. I was worried about moving into the new flat at first because it was unfurnished and I didn’t have any savings to buy basic furniture. But the team helped me apply for a grant to help carpet and furnish it.

I’m so happy. This will be my forever home, and I will come back to you if I have any difficulties in the future because I never want to become homeless again.”

Person accessing our services

Don't just take our word for it...

Hopefully this short document gives you a flavour of what we're about. But, don't just take our word for it, here's a few comments from staff, volunteers and people who have accessed our services:

"People showed us humanity between friends and neighbours... life was harder before but here there is safety, humanity, support."

Person accessing our services



"When you see that your children are happy you forget that you are far from your family, in exile...you feel that you have achieved something for them."

Person accessing our services



"It is a pleasure working in partnership with Caritas, made easier by having the same vision and working with colleagues who genuinely care about what they do and who they support"

One of our partners in service delivery

"Caritas is such a great place to work. I enjoy every day and people around me are very supportive. It's nice to see the difference your work makes to the lives of people in need too. That makes it all worthwhile"

Caritas employee





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