

Fulfilling careers

Our people promise

We know that for our residents to lead fulfilling lives, our teams must have fulfilling careers. As a colleague at Care UK, it's important that you know what you can expect from your manager to ensure people are fairly treated and properly recognised from day one. The commitments here set out clearly what you can expect from your manager and Care UK.



Recruitment process	First few weeks	Day-to-day	Career progression	Recognition & Reward
<p>Looking for a job can be stressful, so we do our bit to make things easier for you. We always aim to be clear, friendly and supportive.</p>	<p>We want you to feel welcomed, motivated and supported from day one.</p>	<p>Work should be enjoyable and rewarding. We know it's the little things that can make a big difference.</p>	<p>We'll help you reach your potential. If you're ambitious to progress your career, we'll support you all the way.</p>	<p>When you do your job well and show loyalty, we think it's important to recognise that.</p>
<p>We will always:</p> <ul style="list-style-type: none"> • Share the job description with you before your interview • Introduce you to your home with a virtual tour • Introduce you to the Buddy System and talk you through this • Talk you through our values during your interview • Explain the benefits of working for Care UK and the exciting career paths available • Give you the chance to ask lots of questions • Let you know when you will hear the outcome of your interview 	<p>We will always:</p> <ul style="list-style-type: none"> • Introduce you to your team virtually before your first day • Make sure a Senior Manager/Line Manager personally welcomes you on your first day and your Home Manager within the first week (subject to Annual Leave/Absence where ever possible) • Make sure you have a nominated buddy from day one • Your first 2 weeks will be protected for induction only activity • Have a 'catch-up' chat after 2 weeks, to see how you're settling in 	<p>We will always:</p> <ul style="list-style-type: none"> • Make sure it's easy to speak to a senior member of the team at any time • Show zero tolerance to bullying in the workplace • Let you know what's going on around the company • Make sure your working environment is safe • Treat you as we would expect to be treated ourselves • Listen to you and make sure your opinions and ideas count • Support you when you're facing a challenge, whatever it is • Make it easy for you to raise concerns and introduce you to colleague voices reps 	<p>We will always:</p> <ul style="list-style-type: none"> • Ask you where you want to take your career • Work with you on a clear plan to help you get there • Make you aware of the training opportunities available to you • Tailor training to your personal career goals • Make sure you have a performance review every year • Provide you with all the necessary training to do your job • Make sure you have a 2 way review with your line manager mid probation at 3 months and at the end of probation 	<p>We will always:</p> <ul style="list-style-type: none"> • Give meaningful praise when you live our values every day • Recognise good performance through our colleague recognition programme 'Going The Extra Mile' (GEM Awards) • Present long service awards to recognise your commitment to our residents