

## Supporting Information Housing Officer



ACT has been operating for almost 50 years. We have over 100 paid staff, are supported by over 250 volunteers and we are governed by a supportive Board of Trustees.

We specialise in preventative, community-based services, giving people the stability, support and challenge, which is often required in order to enable them to realise their full potential. We deliver a range of projects promoting the well-being of children, young people, adults and families alike.

Anglia Care Trust has been delivering various Housing related services for over 40 years. Due to recent growth in our Housing First Service, we are looking for a second Housing First Officer to support the service.

The Housing First model prioritises getting 'hard to house' people quickly into stable homes. From this point, any other support needs they might have such as alcohol and drug dependency, physical and/or mental health problems are addressed through intensive support.

Central to the concept of Housing First is that permanent housing is provided without a test of having to be 'housing ready'. Furthermore, maintaining the tenancy is not dependent on the tenant using support services. Housing First is built upon the principle that housing is a human right. It focuses on first giving someone immediate access to a settled and secure home. This is placed above goals such as sobriety or abstinence. The model is specifically tailored for homeless people with complex and multiple needs. It is designed to provide choice and control – it gives rights and responsibilities back to people who may have been repeatedly excluded.

### **Our Commitment to our Staff**

ACT is an employer who believes in work-life balance, reward and recognition and that their personnel are their most valuable resource.

Staff development is important to us and opportunities for personal development will be provided as part of the role.

As a result of this commitment, we currently hold the Investors in People Standard.

### **Our Commitment to Safeguarding**

ACT is committed to safeguarding and promoting the welfare of vulnerable adults and young people and we expect all of our staff and volunteers to share this. We have an experienced team of Designated Safeguarding Officers who offer continued training and support.

All successful applicants will be asked to apply for an Enhanced DBS Disclosure.

### **Our Commitment to Equality, Diversity and Inclusion**

Anglia Care Trust is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections

of society and the Service Users we support and each member of personnel feels respected and able to give of their best.

All members of personnel, Service Users and stakeholders will be treated fairly and with respect. Selection for employment, promotion, training or support from our services will be on the basis of suitability. All personnel will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilized to maximise the efficiency of the organisation.

As a result of this commitment, we currently hold the Investors in Diversity accreditation for charities.

### **The Recruitment Process**

In some instances, we do reserve the right to close a vacancy earlier than the closing date, therefore early applications are encouraged.

As part of our Recruitment Process, we commit to offering an interview to all Veterans seeking employment; service personnel during their resettlement phase; and care leavers. We therefore recommend that you highlight this in your application.