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**Clinical Lead**

**Working across Ormiston Families’ Supporting Smiles service in Norfolk and our YOUnited service in Cambridgeshire & Peterborough**

A person smiling for the camera

Description automatically generated with medium confidence **A message from our CEO, Allan Myatt**

Dear Applicant,

Thank you for your interest in the post of Clinical Lead, working across Ormiston Families’ Supporting Smiles service in Norfolk and our YOUnited service in Cambridgeshire & Peterborough, providing mental health and emotional wellbeing services.

Over the last three years, the strategic plans we set in 2019 have successfully guided us through a particularly challenging period around the world. Within this time, we have strengthened our infrastructure, said goodbye to some services and welcomed and substantially grown others. We have adopted a new brand identity, giving us a much fresher and more optimistic outlook. We have also invested in our most important asset, our staff, and begun to apply our values across every area of our work. In short, we are now a safer, healthier, and more resilient organisation which has enabled more children, young people and families to feel safer, healthier and more resilient too.

In June last year, we began the process of looking forward to set out a plan for the next three years. We looked at what had been working well and what more needs to be done to improve our quality and reach within the East of England. Our strategic plan for 2022 – 25 has now been approved by our Board of Trustees and we see the recruitment of this post as critical in helping us achieve our objectives.

I wish you the best of luck with your application.

Best regards,

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Allan Myatt

**Who Are Ormiston Families?**

Ormiston Families is one of the leading charities working with children, young people and families in the East of England. We take early and preventative action to support families to be safe, healthy and resilient. All our services help people to build stronger networks, learn from experience and feel in control of their own wellbeing. We can only achieve this with the people who choose to work for us.

**About Our YOUnited Service**

A new partnership has been established to transform and bring together mental and emotional health services for children and young people in Cambridgeshire and Peterborough. Centre 33 and Ormiston Families are joining their expertise in therapeutic support alongside Cambridge and Peterborough NHS Foundation Trust and Cambridgeshire Community Services NHS Trust. The partnership is committed to using the THRIVE framework of Getting Advice, Getting Help, Getting More Help and Risk Support.

**About Our Supporting Smiles Service**

Supporting Smiles has held the tier 2 CAMHS CYP contract to deliver mental health services to young people and families for over a decade. We offer high quality 1:1 therapy and early intervention programmes to children and young people between the ages of 4-16 who experience social, emotional, and behavioural challenges. We also offer parent led interventions and family-based support. We work collaboratively across an innovative alliance of partner providers in the processing of referrals for those aged 0-25, sharing expertise, learning and resources. Our service comprises over 100 staff including Children’s Wellbeing Practitioners, Counsellors, CBT therapists, Social Workers, referral coordinators, managers, and administrators. You will be joining us at a pivotal time as we are expanding and diversifying our workforce to become fully child centred and needs led.

**About the role**

This is a new and innovative opportunity to work across Ormiston Families’ Supporting Smiles mental health and wellbeing service in Norfolk and our YOUnited mental health and wellbeing service in Cambridgeshire & Peterborough.

You will provide cohesive clinical leadership and oversight across Ormiston Families’ mental health services, supporting the mental health Operations Managers in the ongoing development of clinically safe, robust and effective provision and supervision.

**About you**

Your skills will help us develop and lead our diverse team, and ensure we can provide a responsive, high-quality service. You will be expected to work collaboratively with colleagues as well as external stakeholders. As a valued member of our clinical leadership team, you will help us to ensure the team runs smoothly and provide effective leadership and management of staff and resources.

Staff wellbeing is a top priority for us. We have a very active Wellbeing team within the organisation and work hard to ensure that a supportive, collaborative and productive culture is in place.

Your base location will be our hub in central Norwich, and you may be expected and encouraged to spend time with our various teams across the county. You will also have a base at our Cambridgeshire and Peterborough centres, spending time with the teams in that area.

**Safer Recruitment**

**Application Process / Post Requirement**

You must demonstrate that you meet the competencies; experience, knowledge, skills, and qualifications, that are required for this role (see Job Description below).

You must complete and submit an online application form (via the ‘Work with Us’ section of our website) detailing in the personal statement section, how you meet the criteria.

**Rights to Work in the UK** (RTW) (in person or remote)

The Recruiting Manager will need to see the original documents providing proof of your right to work in the UK.

* UK Passport / Full UK Birth Certificate / Drivers Licence / Utilities Bill   
  (proof of address)
* EUSS Permanent Status or Pre-Status Share Code
* Current EU/EAA/Swiss Citizen Passport
* EU/EAA/Swiss Citizen Visa
* Home Office Certificate
* If the interview is held in person, we will verify hard copy documents which you will need to bring with you to the interview.
* If the interview is held remotely, you will need to email copies of your RTW documents to the Recruiting Manager before the interview. At the remote interview [Teams, Skype, Zoom] you will need to have the original hard copy documents available so the relevant checks can be undertaken.

**Safeguarding and DBS Requirements for Your Role**

Ormiston Families is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff and volunteers to share this commitment. DBS checks or police vetting will be required for relevant posts.

**Disclosure and Barring Service (DBS) Checks:**

* As this position meets the definition of regulated activity under the Protection of Freedom Act 2012, appointments to this post will be subject to an enhanced DBS check with barred list check.
* Employment can commence once the check has been satisfactorily completed.
* If you have a conviction on your DBS check, an assessment of the relevance and impact of the conviction in relation to the post will be done to determine if the job offer can be confirmed.
* It is a serious criminal offence to knowingly apply for posts when you have been barred from working with children/young people and/or vulnerable adults.
* Additional questions for roles working with children, young people, or vulnerable adults to be explored at interview.
* As this post involves working either with children and young people or vulnerable adults Warner or Safer Care motivational type questions may be asked during the interview process.
* These questions are asked to establish your suitability to work with vulnerable groups by understanding your attitude, behaviour, and responses to situations.
* The questions will relate to your inspiration for working with vulnerable groups, your ability to build relationships and your resilience when working with such groups and may also explore your attitude to the use of authority.
* If you feel you would find these questions about yourself difficult to respond to then you may wish to reflect upon your suitability for the post.

**Disclosure**

* Ormiston Families encourages all candidates called for interview to provide details of their criminal record at an early stage in the application process.
  + This information can be sent under separate, confidential cover to the Human Resources Team [**hr@ormistonfamilies.org.uk**](mailto:hr@ormistonfamilies.org.uk)
  + Ormiston Families guarantees that this information will only be seen by those who need to see it as part of the recruitment process.
* Unless the nature of the position allows Ormiston Families to ask questions about your entire criminal record only questions about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974 will be asked.
* Ormiston Families will ensure that every subject of a DBS Disclosure is aware of the existence of the DBS Code of Practice and make a copy available on request.
* Ormiston Families undertakes to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.
* Having a criminal record will not necessarily bar you from working with Ormiston Families. This will depend on the nature of the position and the circumstances and background of the offences.

**Qualification**

* The Recruiting Manager will need to see the original copies of your qualification either in person or via video conference.
* If the interview is held in person, we will verify hard copy documents which you will need to bring with you to the interview.
* If the interview is held via video conference, you will need to email copies of your qualification to the Recruiting Manager before the interview. At the interview, you will need to have the original hard copy documents available so the relevant checks can be undertaken.
* If short-listed and you are required to hold a particular qualification for a post it is your responsibility to provide the relevant certification, to prove you are suitably qualified.
* Failure to produce documentary evidence of qualifications or undertake required courses/training may result in the termination of your employment.
* If a post requires you to take training or additional qualifications then, by accepting this post, you are agreeing to do the training or take the qualifications.

**References**

* If appointed, we will ask you for referee details which cover your past 3 years of employment, one of which must be your current/most recent employer.

**Health Check**

* If appointed and to ensure the post does not have a detrimental effect on your health or your health on your work, you will have to complete a health enquiry form, and may be required to have a medical via Occupational Health.
* This is to confirm that you are able to satisfactorily carry out the post without any impact on your health (taking account of any reasonable adjustments required).
* It will be separated from your application form and will not be seen by anyone involved in recruitment to this job.

**GDPR / Data Protection:**

* Ormiston Families is required by law to comply with the UK GDPR / Data Protection Act 2018.
* Employees have an important role to play in ensuring that personal information is processed lawfully and fairly.
* Personal information is information relating to a living individual who can be identified.
* It is each individual employee’s responsibility to handle all personal information properly no matter how it is collected, recorded and used, whether on paper, in a computer, or on other material.
* Personal information must not be disclosed to others unless authorised to do so.
* All personal /sensitive information will be sent to you via Egress encryption service or password protected.

**Equal Opportunities:**

* Ormiston Families is an equal opportunities employer.
* We value diversity and welcome applications from all sections of the community.
* We ask you to complete a monitoring form to help us monitor the diversity of applicants. It will be separated from your application form and will not be seen by anyone involved in recruitment to this job.
* The gender identity, disability, marital status, ethnic origin, age, pregnancy status, religion or belief, or sexual orientation of an applicant or employee does not affect the employment opportunities made available, except as permitted by legislation.
* In addition, applicants declaring a disability who meet the minimum (essential) criteria for a vacancy will be invited for interview.
* Ormiston Families seeks to ensure that all employees are selected, trained, and promoted on the basis of ability, the requirements of the post and other similar and objective criteria.

**Any queries, please email:** emma.clough@ormistonfamilies.org.uk

**Ormiston Families reserves the right to close the vacancy early if we have received sufficient applications ahead of the closing date.**

**Information about working   
for Ormiston Families**

**Job Title: Clinical Lead**

**Duration**

The post advertised is permanent full-time, with flexible or agile working.

**Hours of Work and Working Arrangements:**

* The normal working week is 37.5 hours, Monday to Friday and covers 52 weeks per year.
* You will be required to work flexibly to meet the needs of the service which may include evenings and weekends.

**Location:**

* Your base will be Norwich Hub (negotiable)

**Salary:**

* The salary for this post is £50,827 per annum, based on 37.5 hours per week.
* Salary is paid in 12 equal instalments on the 25th of each month directly into your bank account and covers work carried out in the calendar month.

**Probationary Period:**

* The post is subject to a probationary period of 6 months during which your progress will be monitored in accordance with agreed objectives.

**Travelling Requirements for Your Role**

* Ormiston Families positively encourages the use of technology to communicate and engage but in this role you will need to travel.
* You must either hold a full and current driving licence and have access to personal transport or meet the mobility requirements of the role through other reasonable and suitable means.
* Any mileage undertaken on behalf of Ormiston Families will be paid in accordance with our Expenses Policy and within Her Majesty’s Revenue and Customs guidelines.
* If you require a reasonable adjustment due to a disability to meet the travel requirements of this role, please speak with the contact detailed below.
* If you use your own vehicle for the purposes of work, you must ensure that your insurance policy covers you for this purpose.



**Job Description**

**Job Title: Clinical Lead**

**Service:**  **Working across Ormiston Families’ Supporting Smiles in Norfolk and YOUnited in Cambridgeshire & Peterborough mental health and wellbeing services**

**Location: Norwich Hub (Negotiable)**

**Job Purpose**

To provide cohesive clinical leadership and oversight across Ormiston Families’ mental health services, supporting the mental health Operations Managers in the ongoing development of clinically safe, robust and effective provision.

**Main Duties and Responsibilities**

* To provide evidence-based and best practice clinical guidance across Ormiston Families’ mental health services. The guidance will range from case-specific through to a high-level strategic focus
* To lead on the development of best practice through regular evaluation of individual clinical practice, overall service performance and the interpretation and implementation of national guidance
* To maintain up-to-date knowledge of legislation, national and local policies, and procedures in relation to Mental Health and Primary Care Services, interpreting their relevance for Ormiston Families’ mental health services
* To provide clinical leadership and assist in the development of mental health services within Ormiston Families in conjunction with the Operations Director, mental health Operations Managers, partner organisations and commissioners
* To provide clinical leadership to therapists and practitioners who are trained in a range of modalities to ensure that all services adhere to National Guidance and to promote best practice. This will require a strong understanding of National Institute of Clinical Excellence guidance and motivation to work alongside other organisations to stay at the forefront of newly emerging best practice
* To directly deliver clinical supervision, including supervision of those supervising qualified practitioners within our services
* To work collaboratively with the Director of Operations to provide strong clinical leadership across Ormiston Families’ wider services, as and when required
* To oversee delivery and effectiveness of clinical supervision across the organisation
* To oversee the development, implementation, and effectiveness of the External Clinical Supervisor Framework
* To lead and assist in the development and co-ordination of effective audit and reporting tools for clinical supervision, practice and activity
* To lead and provide training sessions to support the clinical development of all clinical staff

**Generic Responsibilities & Duties**

**Communication and Relationships**

* To maintain effective communications within Ormiston Families and our partner agencies
* To develop and maintain effective working relationships with organisations at the forefront of mental health best practice
* To contribute to regular service business meetings and lead clinical meetings
* To represent and promote all clinical aspects of Ormiston Families’ mental health services, within the Eastern Region
* To maintain key relationships with Ormiston Families mental health services, GPs, Primary & Secondary Care clinicians within our partnerships, commissioners, partners, project managers and all other Ormiston Families staff

**Clinical**

* To provide specialist clinical guidance to therapists and practitioners across Ormiston Families’ mental health services
* To provide specialist clinical guidance to inform the implementation, development, and continuous improvement of Ormiston Families’ mental health services
* To provide guidance to Operations Managers on clinical service criteria, effective delivery of interventions and the development of clinical pathways
* To deliver evidence-based therapeutic support, in line with your therapeutic training, to a discrete caseload of children and young people across the Ormiston Families mental health services
* To ensure that coherent records are kept of all clinical activity in line with service protocols
* To educate and involve family members and others in treatment as necessary, conveying psychological formulations with sensitivity in easily understood language
* To support therapists and practitioners to adhere to an agreed activity contract, through supervision of therapy supervisors and senior therapists. This would relate to the number of client contacts offered and clinical sessions carried out per week to minimise waiting times and ensure treatment delivery remains accessible across our services
* To support therapists and practitioners, via supervision of Therapy Supervisors/Senior Therapists, in delivering effective, evidence-based support within a brief intervention model
* To attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate
* To support Operations Managers with effective data collection across Ormiston Families’ mental health services
* To work closely with colleagues across Ormiston Families’ mental health services and partner organisations to ensure there is a robust clinical oversight of the therapeutic support we provide and, when clinically appropriate, the process of transferring young people’s care to partner organisations. This process will be young people focused and ensure fidelity with commissioned models
* To lead and carry out clinical audits of service performance, including service user surveys and evaluations, and help to collate and disseminate the results for feedback.

**Training and Supervision**

* To attend and fulfil all requirements of supervision training as and when appropriate
* To oversee the quality of clinical supervision provided across Ormiston Families’ mental health services
* To take responsibility for the monitoring and development of the clinical competency of qualified and trainee therapeutic practitioners working in Ormiston Families’ mental health services
* To provide and interpret data to service leads on the clinical outcomes of therapists and teams
* To support staff in their professional development through supervision, training and advice to maintain professional registration.

**Professional**

* To ensure the maintenance of standards of practice required by Ormiston Families and any regulating professional and accrediting bodies (e.g. BPS, UKCP, BABCP), and keep up to date on new national recommendations/guidelines eg, NHS plan, National Service Framework, National Institute for Health & Care Excellence
* To ensure that client confidentiality is always protected
* To be aware of and keep up to date with advances in the spheres of psychological therapies and practice
* To ensure clear professional objectives are identified, discussed, and reviewed with Therapy Supervisors/Senior Therapists on a regular basis as part of continuing professional development
* To attend and participate actively in clinical/managerial supervision on a regular basis in line with Ormiston Families’ supervision policies
* To participate in individual performance reviews and respond to agreed objectives
* To keep up to date CPD records, ensuring that a personal development plan maintains specialist knowledge of the latest clinical developments and service delivery models
* To develop and oversee a CPD strategy across Ormiston Families’ mental health services to ensure that training needs are responded to and clinical practice follows the latest clinical developments
* To attend relevant conferences/workshops in line with the scope of the Clinical Lead role
* To maintain eligibility for accreditation with a relevant professional body (eg, HPC, BABCP).

**Advisory / Liaison**

* To provide an advisory service on matters related to the practice and delivery of Psychological Therapy to individuals / groups / committees across the Ormiston Families mental health services, partner organisations and other key stakeholders

**Generic Duties**

* To undertake any other reasonable duty, which is appropriate to the grade when requested by senior staff.
* To be familiar with and comply with all Ormiston Families policies, procedures, protocols and guidelines.
* To demonstrate an understanding and commitment to the charity’s values.
* You may be required to conduct other tasks based on the business needs.

**Personal Specification**

**Qualifications**

|  |  |
| --- | --- |
| **Essential** | **Desirable** |
| Professional doctorate level qualification in a related field (e.g. Nursing, Psychology) or equivalent knowledge.  OR  Post Graduate training in a specific therapy (eg, CBT, CAT or Counselling) | Core profession e.g. mental health nursing, psychology, social work, occupational therapy.  Additional extensive CPD covering a range of therapeutic modalities |
| Relevant professional accreditation or eligible for accreditation | Dual trained in Psychological Therapies |

**Experience**

|  |  |
| --- | --- |
| **Essential** | **Desirable** |
| Experience of delivering young people focused therapeutic interventions with a range of presentations | Experience of working in a range of community mental health settings including primary care and secondary care. |
| Experience of delivering Psychological Therapies to young people experiencing common mental health disorders | Experience of delivering Psychological Therapies to young people with complex mental health difficulties |
| Experience of working within a multi-disciplinary team | Experience of working in a service where there are agreed targets in place demonstrating clinical outcomes and activity. |
| Experience of delivering structured and evidence based mental health interventions | Experience of implementing and/or adopting quality improvement methodologies |
| Experience of working with young people, particularly those experiencing poor mental health and challenging contextual difficulties. | Experience of collaborative partnership working |
| Experience in offering consultation to other professionals |  |
| Experience of writing and developing bespoke training packages. |  |
| Ability to organise own caseload effectively, prioritising a complex range of tasks and responsibilities to meet agreed deadlines. |  |
| To provide evidence of a commitment to continuing professional developments as recommended by an appropriate professional body. |  |
| Ability to provide specialist clinical information and to lead on clinical service development and policy decisions. |  |
| Experience of providing strategic clinical guidance |  |
| To undertake such research as is appropriate to clinical practice and contribute to service audit and evaluation. |  |
| Experience of providing training to small and large groups. |  |

**Abilities and Knowledge**

|  |  |
| --- | --- |
| **Essential** | **Desirable** |
| Strong knowledge of current best practice in mental health | Current knowledge of the wider mental health system, including its structure, governance and commissioning practices |
| Strong understanding of confidentiality and data protection | Strong knowledge of emerging best practice within young people’s mental health services |
| Excellent communication skills, listening, written and spoken |  |
| High level of communication skills to allow leadership in clinical service provision |  |
| Good IT skills, including Microsoft Excel, Word, Outlook and Powerpoint |  |
| Good analytical and problem-solving skills |  |
| A positive and resilient professional attitude |  |
| Ability to be flexible, timely and innovative in overcoming day-to-day challenges |  |
| Proven ability to motivate staff and create positive team dynamics |  |
| High level of enthusiasm and motivation for working across dynamic and fast-moving services. |  |
| Ability to use clinical supervision and personal development positively and effectively. |  |
| Proven commitment to the principles and practice of inclusion and diversity |  |
| Willingness to travel to meet the requirements of the post |  |
| Diplomatic and able to deal with issues sensitively and with discretion |  |
| Demonstrates an understanding of mild to moderately severe mental health problems and how these may present in Primary Care |  |
| Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post. |  |
| The ability and skills to act as an advocate for a new service, to engage and foster good relationships with all health professionals in promoting the good integration of Ormiston Families mental health services with the wider health care system |  |
| Knowledge of National Guidance and policies and how these relate to the service |  |
| Trained and experienced in completing risk assessments within scope of practice. |  |
| Understanding of issues surrounding clinical risk. |  |
| Ability to provide clear guidance regarding completing and documenting risk assessments with children, young people, and families/carers |  |
| Ability to interpret and apply National Guidance at a strategic level |  |

**Professional and Personal Development**

* All staff must ensure that they are aware of their responsibilities by attending mandatory training and our induction programme.
* All staff will have a formal appraisal with their manager at least every 12 months. Once performance/training objectives have been set, the staff member’s progress will be reviewed on a regular basis so that new objectives can be agreed and set, in order to maintain progress in the service delivery.
* All staff will be expected to take responsibility for their own professional development and will be supported to achieve development opportunities as appropriate.

**Health and Safety**

* All staff have a responsibility to maintain the health and safety of self and others within the performance of duties in accordance with health and safety policies, and to undertake specific health and safety responsibilities as directed. All staff have a responsibility to adhere to the risk management policies & procedures.
* All staff are required to contribute to the control of risk, and must report immediately any incident, accident or near miss involving service users, carers, staff, contractors or members of the public.

**Confidentiality and Information Governance**

* All staff may gain or have access to confidential information about the assessment and/or treatment of service users, information affecting the public, private or work related staff information, or charity matters. A breach of confidentiality will have occurred where any such information has been divulged, passed (deliberately or accidentally) or overheard by any unauthorised person or person(s). Breaches of confidentiality can result in disciplinary action, which may involve dismissal.
* All staff must maintain a high standard of quality in corporate and clinical record keeping, ensuring information is always recorded accurately, appropriately and kept up to date. Staff must only access information, whether paper, electronic or in other media which is authorised to them as part of their duties.
* All staff must ensure compliance with the Data Protection Act 2018 and the UK GDPR.

**Safeguarding: Adults and Children** (Section 11 of the Children Act 2004)

* Every member of staff has a responsibility to be aware of and follow at all times, the relevant national and local policy in relation to safeguarding children and safeguarding adults.
* Safeguarding and DBS requirements for your role:
* Ormiston Families is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff and volunteers to share this commitment. DBS checks or police vetting will be required for relevant posts.

**Senior Managers**

* Under Section 11 of the Children Act senior managers have responsibility for ensuring that service developments take into account the promotion of welfare and is informed by the views of children and families; providing training on safeguarding for all staff; recruiting safely; ensuring there is effective inter-agency working and information sharing.



**Freedom of Information (FOI)**

* All members of staff must be aware of their responsibilities under the Freedom of Information (FOI) Act 2000. The Act gives individuals or organisations the right to request information held by the charity. Staff must manage information they hold in such a way that meets the requirements of the Act. All requests for disclosures under the Act must be passed to the Privacy Officer.

**Data Quality**

* The Charity recognises the role of reliable information in the delivery & development of its services and in assuring robust clinical and corporate governance. Data quality is central to this and the availability of complete, comprehensive, accurate and timely data is an essential component in the provision of high-quality mental health services. It is therefore the responsibility of all staff to ensure that where appropriate, information is recorded, at all times, in line with the charity’s policy and procedures for data quality.
* This job description seeks to provide an outline of the duties and responsibilities of the post. It is not a definitive document and does not form part of the main statement of terms and conditions. The job description will be reviewed as part of the annual appraisal process and will be used as the basis for setting objectives.

**Benefits & Recognition**

**All benefits are discretionary, and Ormiston Families reserves the right to change or amend benefits at any given time.**

**Cycle to Work**

* Cycle to Work allows you to order a new bike, equipment or both up to the value of £1,000 which you can pay back through your salary to make tax savings.

**Annual Leave Entitlement:**

* The basic annual leave entitlement is 27 days plus additional leave for employees who have completed 1 year’s service up to a maximum of 30 days
* Part-time employees receive a pro-rata allowance according to the number of hours they work per week.
* Ability to buy and sell up to 5 days’ annual leave within any leave year. (All leave must be taken within the year it is purchased including any agreed leave brought forward from the previous year.)

**Group Life Assurance:**

* Ormiston Families provides a death in service benefit to all permanent employees.

**Occupational Sick Pay Scheme:**

* Ormiston Families operates an occupational sick pay scheme in addition to statutory sick pay.

**Pension:**

* Ormiston Families provides a Group Personal Pension Scheme with up to 9% of gross salary employer contribution for any employee where they match the level of contribution.

**Sponsorship:**

* Ormiston Families provides the opportunity to apply for sponsorship to employees who have completed their probationary period and been in post for at least 12 months to undertake nationally accredited or chartered certification awarded by professional associations.

**Employee Assistance Programme:**

* Ormiston Families provides a comprehensive employee assistance programme which offers free and confidential access to telephone and face to face counselling (up to 6 sessions), financial and legal advice and assistance in finding information about a wide range of subjects from childcare to moving to a new house.

**The Hive:**

* The Hive is a savings platform which can be accessed by employees to make everyday purchases at reduced costs. Employees can save money by purchasing reloadable cards, obtain cashback through online purchases, and make savings in some stores.

**The Wellbeing Centre:**

* Accessed via The Hive, the Wellbeing Centre provides education, support and tools to help you live a healthier and happier life.



**A group of people shaking hands

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**We build supportive partnerships, communities and networks**