

## Supporting Information



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.

We have been delivering various advice related services for over 40 years. Currently, they include Housing, Domestic Abuse, Money Advice and Appropriate Adult Services.

From May 2024, we will be subcontracting to Suffolk New College to support them in the delivery of Thrive, the new Suffolk Skills and Employment Service. As a delivery partner, ACT will be responsible for the effective triaging of new referrals. This process will include an assessment of each individual to gain an understanding of their current skills and goals for the future. Following triage, ACT will either:

- Make an onward referral to a 'Progression Coach', provided by Suffolk New College, where it is felt that the individual is ready to actively seek training or employment

or

- Assign to an ACT Personal Development Coach, who will support the individual to build their confidence until they are ready to make plans for training or employment.

### **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.