GROWING CAREERS WITH US

Four years, four steps. Neve's journey.



Neve Skett joined Stepping Stones Care four years ago as a Residential Support Worker, stepping into children's residential care for the first time. Today she is a Deputy Manager at Opal House.

Her story is what career progression looks like here: responsibility offered early, training delivered as you go, and a manager coaching you towards the job after the one you're doing.

> **"Right from the start, I loved how every day could be different, and every day I was learning or experiencing something new."**

The steps so far

01

2022

Residential Support Worker

First role in children's residential care.

02

DEC 2022

Senior Residential Support Worker

Leading shifts, completing supervisions, delivering training.

03

AFTER TWO YEARS

Deputy Manager, Marble House

Stepping up after two years in the senior role.

04

NOW

Deputy Manager, Opal House

Being coached towards Registered Manager.

How the progression happened

From the beginning, Neve was encouraged to develop her skills. With the support of her manager, she took on responsibilities including writing LAC reports, attending professional meetings and helping welcome new children into the home.

In the senior role she developed her leadership skills by leading shifts, completing supervisions and delivering medication and safer caring training to new starters. Throughout each stage, supportive managers have continued to coach and encourage her development.

"I learnt so much under her guidance and felt really valued to be given the responsibilities I was given."

"My current manager is so supportive and a brilliant coach, coaching me so I can maybe one day become a Registered Manager."

Why we grow people from within

Consistency of care matters to the children living with us. Familiar adults who stay, who know a child's history and who don't have to be told it again, are the foundation of everything therapeutic we do.

That is why we train and promote our own. When a support worker becomes a senior, and a senior becomes a deputy, the relationships stay in the home. Neve's four years are what that looks like in practice.



"I feel so lucky to be part of Stepping Stones Care."

Neve Skett, Deputy Manager, Opal House

Where could your journey start?

We're recruiting Residential Support Workers across our homes in Birmingham. No two days are the same, and no one grows on their own.

steppingstonescare.com/vacancies

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