

Our Culture

We're here to support people to flourish in a place they call home.



THE SUNDAY TIMES
**Best Places
to Work 2024**
VERY BIG ORGANISATION

Hello & welcome to ivolve

We are one of the largest adult social care providers in the UK today – and we plan to keep growing and benefiting more lives.

Our support is dynamic, person-centred and fulfilling, so people can enjoy a flourishing life. The way we deliver care and support is with energy, passion and positivity.

We support people's interests and inspire new ones. We do this through a mix of bigger planned activities and smaller everyday goals and tasks. We really understand each individual, so we create a person-centred plan to help them Strive every day.

You're joining a fabulous team of professional experts - we genuinely care and we love supporting people to set and then reach their goals.

Because every person deserves the very best experience – every day.

Welcome to ivolve.



Tim Davies,
Chief Executive Officer





Our Purpose:

We're here to support people to flourish in a place they call home. People choose to involve because of the experiences we create.

Our Ambition:

We're on a mission to benefit more lives with our uncompromising quality of care and support.

We will be a leading provider of adult specialist care.

Our Values

Our values reflect us all. They set out our culture, the way we behave and the way we do things. There's something quite special about the people who work here. Together we create a fresh approach to care and support.



We Are Passionate

- We are enthusiastic about our work – giving others a boost with our energy.
- We are proactive, with person-led care and new opportunities.
- We are uncompromising in delivering high-quality and consistent care and support.
- We never behave negatively, or in a controlling or intimidating way.



We Are Kind

- We always work in a kind, warm and professional way.
- We're an expert, confident and safe pair of hands.
- We take time to listen without judgement and communicate clearly.
- We never accept poor practices or unkind behaviour.



We Are Resilient

- We show strength, courage and determination, even when times are tough. We rise to the challenge.
- We go above and beyond to get it done and recognise when we need to ask for help.
- We set high standards for ourselves and use feedback & reflection to improve.
- We never walk past 'less than the best'.



Our Legacy

We have a proud history, we've grown and developed from smaller businesses into a stronger, large-scale provider of adult social care. In 2022 we started a new chapter as we rebranded to become **involve**.

involve is much more than a logo or a name. It's about how we've evolved and how we're creating a new way forward together. It reflects the size of our business and the future we have. We are fresh, we are modern, and we are ambitious in our goal to enable flourishing lives. This new way forward has set us apart



Our Organisation

1,300+

People We Support

4,000+

Colleagues

210+

Local Authority & Integrated
Commissioning Groups Partners

10

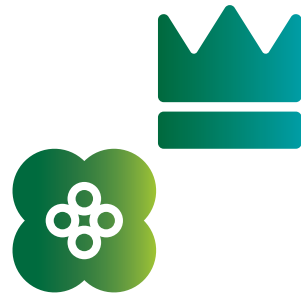
Nursing Care
Locations

95+

Supported Living Services

80+

Residential Locations



Our World

Our business is all about relationships

We build and nourish relationships with the people we support, their families and friends, health and social care professionals and local communities.

We offer high-quality services for Local Authority Commissioners and Integrated Commissioning Groups. Our track record shows we have high standards, and we create innovative models of care and support.

The size of our business means we can offer local delivery of robustly tested services.

Quality Matters

We're driven by getting it right for the people we support. Everyone is empowered to speak out and challenge anything they wouldn't accept for themselves or a loved one: "The standard we walk past is the standard we are willing to accept".

We take great pride in being recognised by the Care Quality Commission and Care Inspectorate Wales for our standards of care and support.

People First

Our leaders work hard to attract and retain the very best colleagues because we know this creates the best experience.





The People We Support

We support people with lots of different needs such as learning disabilities, autism, ABI and mental health.

Person-led Support: We take time to get to know people so that we can empower them to be in control of their life, making important decisions about how they want to live and how their support should be delivered.

Co-production: We thrive on working with the people we support to shape and create the best experiences together.

Families, friends and carers play a hugely important role in people's lives, so we involve them as much as possible in the care and support of their loved ones.



Uncompromising Quality

We set our own high standards to deliver consistent and reliable quality within our quality framework.

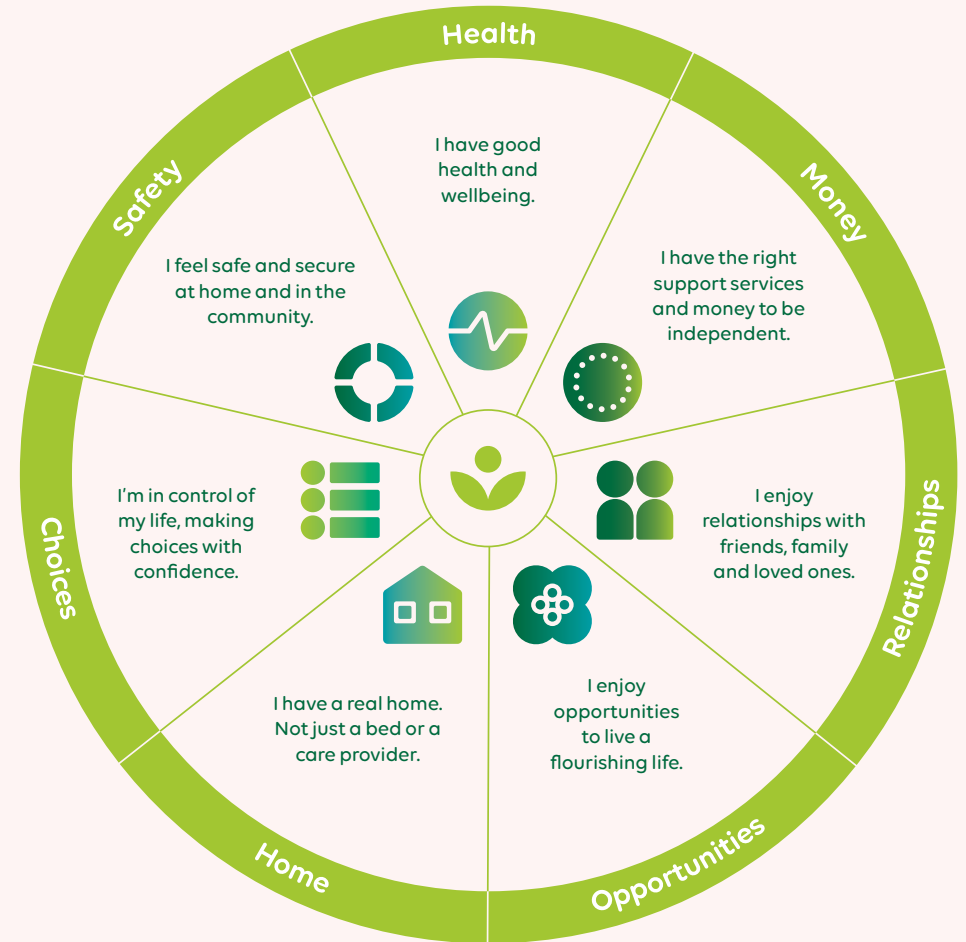
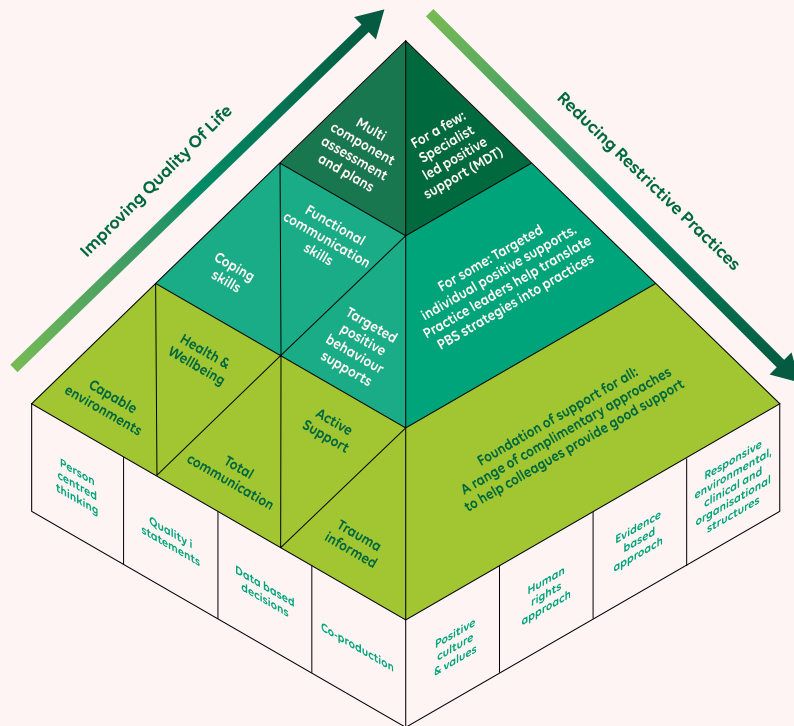
Strive is the involve way. It's how we deliver active care and support.

Our support is dynamic, person-centred and fulfilling, so people can enjoy a flourishing life. The way we deliver care and support is with energy, passion and positivity.

We are proactive, not reactive. We plan ahead and find opportunities to be even more active.

We support people's interests and inspire new ones. We do this through a mix of bigger planned activities and smaller everyday goals and tasks. We really understand each individual, so we create a person-centred plan to help them Strive every day.

Strive Tier One Foundations: We support people to flourish by having the five Tier One foundations in place for every person we support.



Quality i statements

Our Quality Framework underpins Strive. When we deliver care and support in a Strive way, we'll also deliver great outcomes and experiences.

'The standard we walk past is the standard we're willing to accept.'

Our People

Our amazing colleagues make us the amazing organisation we are.

Our people are pretty fabulous. We take pride and pleasure in supporting others to flourish. The people who are happiest working for us want to get stuck in and make things happen for a great purpose. They are up for a challenge and want a great team to work with.

We Enjoy Our Work!

We want to attract and retain skilled people and keep them engaged and motivated. There's great energy across the business and a sense of teamwork.

We Have High Standards

We have high expectations of each other and live up to the standards we've set. We strive to meet our professional standards every day.

We Collaborate

Our number one commitment is to put the people we support at the heart of everything we do. We work as a team. And we co-create and collaborate with the people we support.

We Are Flexible and Creative

We're all about innovation and trying new ways to create experiences. We're really flexible and work together to make it happen.

We are Committed

Our colleagues show huge levels of commitment every day of every week., 365 days a year. We are passionate about the people we support.

We are Authentic

We're genuine and authentic in everything we do. We'll show you what our values and our business standards are with our actions and words. We set the right culture together.



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Our Leaders

In addition to our people traits, our leaders set the tone and standard for everyone. Whether they're leading a team or a project, our leaders will:

Inspire & Motivate

We're approachable, have high energy and inspire people to be the best they can be. We find opportunities to listen and collaborate. We attract and retain the best talent.

Be Accountable

We set, and operate by, the highest standards every day. We're accountable and hold people to account for their responsibilities.

Provide direction and clarity

We'll be clear about what we want to achieve and the direction we want to go in. We focus on communication and talk regularly to our teams. We set the pace.

Innovate

We maximise efficiency without compromising the quality of care. We create new services, initiatives and business models that make us operate successfully.

Act and think for the whole business

We use our collective strength to think about the whole business when we make decisions and changes.

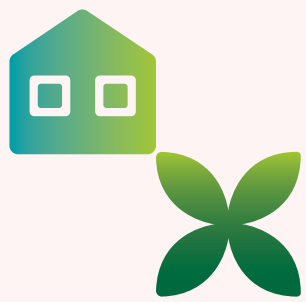
Lead change

We make change happen – by taking people with us. We embrace technology and use data to make decisions.

We leave our egos at the door! If there's something difficult to say we tackle this straight away by talking, and we don't overuse email.

The most important people in our organisation are the people we support and the colleagues who work directly with them every day, 365 days a year.





Our Plan

We're taking the best things from our history and building on this for the future. We will be sharper, more determined and all working towards one plan.

Achieving our ambition is going to take all of us. We need everyone to see how the job that they do, and the experiences they create, are all critical to our success

Our plan describes our aspirations and goals and how we're evolving the business to get there. Every colleague plays a part in our success:



1

Uncompromising Quality

We deliver consistent and reliable person-led care of the highest quality to the people we support.

2

Amazing Place to Work

We feel valued, supported and proud to be part of our diverse and inclusive team.

3

Benefit More Lives

We'll grow the business by looking for more amazing companies to join us. We're developing what we offer too.

4

Efficient involve

We do things in a simple, standard way. We improve processes and work effectively.



Valuing Diversity and Dignity at Work

We believe that colleagues from all backgrounds bring fresh ideas, thinking and approaches to help us to improve how we do things.

We support people in their communities, and we know that our team's diversity and our different life experiences will enrich and enable people's lives.

Creating and promoting a diverse environment and diverse thinking is vital for our long-term success. We define "diversity" as all the unique characteristics that make up each of us: personalities, lifestyles, thought processes, work experiences, ethnicity, race, religion, gender, gender identity, sexual orientation, marital status, age, national origin, disability.

Together we represent many ideas, experiences and backgrounds. We strive to attract, develop, and retain a team that is as diverse as the people and families we support, and to ensure an inclusive work environment that embraces the strength of our differences.

We take action to create an environment of equal opportunities and insist everyone who works for us (and with us) does the same.

It goes without saying that we will not tolerate anything less than the highest standards of inclusivity. From recruitment to everyday work, you'll see that we value everyone and what they do.



Supporting You: Your Benefits



We go beyond expectations for our colleagues as well as the people we support. Our reward package includes much more than pay, 5.6 weeks annual leave, flexible working hours and pension.

You can work part-time, full-time or with even more flexible options. And there is a £300 refer a friend scheme too.

involve Academies - developing your career

Our Academies give colleagues a range of routes to gain nationally recognised qualifications. We combine our internal expertise with some of the industry's leading training and development providers.

At involve you can grow your career in all sorts of ways. Many of our leaders started as support workers and have progressed to leading large teams or specialising in other roles.



Training and development

- A learning journey that grows with you to reach Care worker standards
- Specialist skills training including Autism, Dementia, and Mental Health
- Career pathways - flexible apprenticeships and nationally recognised qualifications
- We cover the cost of relevant professional memberships



Emotional Wellbeing

- Free confidential Employee Assistance Programme with qualified counsellors
- Free wellbeing App
- Practical advice covering things like consumer rights, anxiety, childcare and more



Financial Wellbeing

- Discounts include high street, supermarkets, flash sales, gym memberships, and more
- Blue Light discount card
- Salary Finance scheme for lower cost loans
- Government mileage rates if you need to travel



Industry Leading Recognition

- Your birthday off after one year with us
- Colleague Lotto – win cash prizes
- Prize-winning scratchcards - celebrating our values
- Colleagues nominate their 'Heroes' for quarterly and annual awards
- ££ loyalty Scheme celebrating work anniversaries



Social Wellbeing

- Award-winning App for news and info
- Internal social media & blogs
- Your Say surveys and local forums to plan improvements



Latest technology

We've invested in brand new tech to make working life easier:

- Nourish digital care planning system
- People Hub digital colleague space
- Learning Hub – the UK's leading learning platform

Visit **Connect**  to find out more about your benefits.



