



Shalamar Children’s Home

The first home was set up by a couple who had fostered for many years. The key aim is to make the young people feel an attachment to their carers and to feel safe and secure.

We need thoughtful carers who are street-wise, who can put sentences together when documenting events, who are prepared to wash, iron and cook. Who enjoy the young people, can model good self control and can work with teenagers struggling to manage their own emotions.

Thinking of career progression sometime in the future? Working as a bank carer means you are the first to be able to apply for vacant full time positions. Two of our Home Managers started work as bank carers with us only a few years ago.

Our Ethos For Carers

Be the adult. Rise above the bickering and pettiness from teenagers.

Emotional control—don’t be precious about your emotions. You are the adult. Your role is to manage the emotions of the young people and training will be given on how to do this.

Care for the young people using playfulness, acceptance, curiosity, empathy. It is your relationship with them that will help them out of their trauma and provide the influence to change their opinions of themselves and the adults around them

Understand that these are children of trauma, and so different rules apply. At home you teach your birds to fly, but we have to teach our fish how to swim.

Bank Shifts

Shifts will be assigned to you as we plan our rota 6 weeks ahead. There may be other shifts that become available that you can ‘claim’ - via an app and website—Rotacloud.com.

If you can not work a scheduled shift—you might be able to swap with another carer or put it back into the pool for someone else to claim.

Bank Worker—Wages

Without a Level 3 £11.43 ph

With a Level 3 - £11.52 ph

Sleep in allowance —£60.23

Other Considerations

Ideally bank carers should be able to drive one of our manual pool cars—in which case all our carers need to be 23.

Bank carers who do not drive may have less shifts offered to them—dependant on the needs of the shift (for school lifts etc). But we still can employ bank carers who do not drive.

Bank carers may be requested to sleep-in. All bank carers must be willing to sleep-in occasionally.

Bank Worker Terms

We will try our very best to ensure that you have shifts that fit with other commitments.

Shifts will usually be 8:00 - 17:00 or 17:00—22:30 or 8:00—22:30. (Sometimes with a sleep In).

Rarely are shifts shorter than these hours above.

We do not compel you to take a shift you do not want/can not do.

Our Homes....

We have homes in Boxted, Colchester and White Colne. We will be opening a third Home in Ardleigh, Colchester area in May 2023. Bank carers will be able to claim shifts in all three homes, if they wish to do so.