



Provide
React
Homecare



A *rewarding* career
with a team
that *values* and
celebrates you

Welcome...



At Provide React Homecare, we are more than just a home care company - we are a community dedicated to **making a difference** in the lives of our clients and employees.

With over 26 years of experience, we pride ourselves on delivering compassionate and reliable home care services tailored to individual needs. We are part of Provide Community, an employee-owned, community interest company where we reinvest our resources into supporting our employees, clients, and the communities we serve.

Join us and be part of a team that values your passion, supports your growth, and celebrates your contributions.



Our story

Provide React Homecare began a new chapter in 2022, when we joined the Provide Community Group, an employee-owned Community Interest Company (CIC) committed to reinvesting in people and communities.

While our name may be new to some, our roots in home care stretch back over two decades, with a legacy of dedicated service and strong community ties across our regions.

Since becoming part of Provide Community Group, we've focused on delivering exceptional, person-centred, strength-based home care support that empowers individuals to live independently with dignity and purpose. We've strengthened our foundations through structured, ongoing training and robust quality assurance, using tools like the Access Care Management system to ensure every decision is informed by real-time data and best practice.

Our people are at the heart of everything we do. From apprenticeships to annual development reviews and a culture of open feedback, we support each colleague's journey with purpose and pride. The positive changes we've introduced including enhanced benefits, wellbeing resources, and recognition schemes, reflect the value we place on our teams.

Together, we're building something bigger: a community of compassionate professionals dedicated to improving lives, starting with yours.



A day in the life of a carer

Every day at Provide React Homecare brings new experiences and rewarding moments. Whether you're visiting clients in their homes or supporting fellow carers from the office, no two days are the same.

Here's a look at what life is really like from two of our team members:

“ Kay, Carer (Tea and Bed Run, Doncaster)

My shift starts at 3pm, working alongside a colleague on a 'double-up' run – which means we're always together during visits. We support our clients with their evening routines: preparing meals and drinks, assisting with medication and personal care, and most importantly, taking the time to talk and listen. That's how we learn who our clients are and what they value.

I've worked closely with families, district nurses, GPs, and even paramedics – you really feel like part of a wider support network. The bonds we build with our clients can be incredibly strong. One moment that really stayed with me was helping a client receive a letter from the Queen. She wouldn't reach her 100th birthday, but with the support of my manager, we made her dream come true. Her family later gifted me the framed letter – it's something I'll always treasure.

At Provide React Homecare, I've found the work-life balance I needed. I'm no longer exhausted, and I feel appreciated. From birthday and Christmas gifts to profit shares and vouchers, it's the little things that make you feel valued. I even stepped up as a Team Leader before returning to a part-time carer role that suits my health and lifestyle perfectly.



*Our carers often say that no two days are the same, and the **meaningful relationships** they build make every moment **worthwhile**.*

“ Caitlin, Care Co-ordinator

My day starts in the office with a handover, especially if I've been on call the night before. I check the rotas, confirm carers are out on calls, and respond to any overnight updates or client needs. Emails and calls follow – whether it's social services discussing new care packages, carers needing support, or families requesting information.

I also coordinate training sessions, covering essential topics like moving and handling, medication, and basic life support – something I've recently qualified to deliver in-house. And while I spend most of the day in the office, I also attend meetings or carry out reviews in the community.

We're always working to ensure that clients receive consistent, high-quality care and that our carers feel supported and appreciated. From authorising holiday forms to distributing thank-you vouchers, my role is all about keeping things running smoothly and making sure our team feels recognised for the amazing work they do.

Your first day with us

We know starting a new role can feel daunting, so at Provide React Homecare we make sure your first day gives you the confidence to begin your journey with us.

You'll be welcomed into the office and provided with everything you need – your uniform, ID badge, mobile phone, and essential protective equipment. We'll also show you how to use our care app, which gives you instant access to your rota and key client details.

From there, you'll spend time working alongside one of our experienced carers. This may be through double-up visits or shadow shifts. Your colleague will have been briefed in advance and will be ready to meet you at the first client's home, helping you feel at ease and showing you exactly how we deliver care in practice.

You'll learn how we support our clients with daily routines, administer medication safely, complete essential tasks, and record accurate notes. This first day is about learning by doing, supported by someone who understands the role. It's your opportunity to see the impact of great care in practice while starting to build your own confidence.

And remember – you'll never be alone. Your team is always here to support you.

'We make sure every new carer feels welcomed, prepared, and supported from day one.'



Hear from our Registered Managers

Our Registered Managers play a crucial role in supporting and guiding our carers. Here's what they have to say about working at Provide React Homecare:

Our carers are the backbone of what we do. We're here to ensure you feel valued and empowered every step of the way.

We celebrate your successes, listen to your ideas, and ensure that you are a part of a team that truly cares.

What we are looking for

At Provide React Homecare, we seek individuals who are:

- **Compassionate:** Driven by a genuine desire to help others.
- **Reliable:** Dependable and committed to providing high-quality care.
- **Empathetic:** Able to understand and share the feelings of others.
- **Patient:** Capable of handling various situations with calmness and understanding.
- **Dedicated:** Committed to making a positive difference in the lives of our clients.

Whether you're starting your career in care or bringing years of experience, if you embody these qualities, we invite you to...

...join our team!



Why choose Provide React Homecare?

Be part of something bigger

As a member of Provide React Homecare, you're joining a family that prioritises your growth and wellbeing. Provide React Homecare is part of Provide Community, an award winning, employee-owned, community interest company (CIC), who deliver health and social care services across Essex, Yorkshire, East Anglia, Dorset and other parts of the UK.

Provide React Homecare are one of the many subsidiary companies making up the Provide Community Group. Being part of this wider organisation means you're contributing to a company that reinvests in its employees and the communities we serve.



Benefits of a contracted role with Provide React Homecare

-  **Contracted hours:** Enjoy the stability of a contracted position with guaranteed hours.
-  **Job security:** Benefit from a secure role in a growing organisation.
-  **Competitive pay:** Earn above the living wage, starting at £12.52 per hour depending on location, with enhancements for weekend work and public holidays.
-  **Pay reviewed annually:** Salaries are evaluated to ensure they remain competitive.
-  **£350 joining bonus:** Receive a bonus upon passing probation.
-  **Mileage paid at 35p per mile:** For travel between appointments, ensuring your travel costs are covered.
-  **Annual leave entitlement:** 22 days (pro rata if part-time) plus 8 bank holidays, ensuring a healthy work-life balance.
-  **Flexible working hours:** Choose part-time or full-time opportunities to suit your lifestyle.

Recognition and rewards



Profit share: Employees with a year or more of service receive a proportionate share of the overall profit - equal for all employees, regardless of position.



Refer-a-Friend scheme: Earn up to £350 for referring a friend via the Care Friends app.



Carer of the month awards: Be recognised for outstanding contributions with certificates and gift vouchers.



Birthday and Christmas: Enjoy personal touches that show we care.

Health and wellbeing



Occupational health support: Access services designed to support your physical and mental health.



Employee assistance programme: Provides financial advice, counselling, and other resources through the Wisdom App.



Annual colleague engagement events: Annual events focused on health, wellbeing, learning and development.

Ongoing training and career progression

- **All training and onboarding provided:** Comprehensive support, including paid onboarding training.
- **Funded DBS checks:** Provided at no cost to you.
- **Career progression support:** Access extensive development opportunities to advance your skills and qualifications.
- **Career development opportunities:** Pursue NVQ Level 2 and 3 qualifications with our full support.
- **Uniform and work mobile phone provided:** Ensuring you have everything you need to succeed in your role.

Community engagement

"It's not just my job, it's my business!"



Employee ownership:

For just £1, join 99.6% of colleagues as co-owners, giving you a vote in company decisions.

Charity involvement:

Nominate causes you care about for donations and match funding.



Volunteer days:

Enjoy two paid volunteer days annually to give back to your community.



Being part of Provide Community

When you join Provide React Homecare, you're not just becoming an employee - you are joining an award-winning, employee-owned Community Interest Company (CIC). This means that everything we do is focused on improving lives, not on generating profits for shareholders.

Instead, our profits are reinvested into initiatives that benefit our employees, clients, and the wider community.

Provide Community's ethos of employee ownership creates a culture of empowerment and inclusion, where every team member's contribution is valued and celebrated.

Provide
community

What is a Community Interest Company and why does it matter?

A Community Interest Company (CIC) is a special type of organisation that operates with a clear purpose: to benefit the community rather than prioritise profit for shareholders. This means that at Provide React Homecare, as part of Provide Community, every penny earned is reinvested into our employees, clients, and the communities we serve.

Why is this important to you as an employee?

- **Employee-centred culture:** CICs, like Provide Community, are designed to prioritise people. At Provide React Homecare, this means putting our carers first by offering ongoing training, wellbeing programmes, and career development opportunities.
- **Shared success:** As an employee-owner, you're not just a worker; you're a partner in our success. Your contributions directly impact the company's growth, and you'll share in its financial achievements through profit sharing.
- **Transparent and ethical practices:** Working for a CIC ensures that decisions are made with fairness, integrity, and transparency. Your ideas, feedback, and efforts play a vital role in shaping our future.
- **Stronger communities:** Our mission extends beyond home care services. By reinvesting profits, we're able to support local initiatives, charitable causes, and community programmes, creating a ripple effect of positive change.



A Community Interest Company is about:

- **Empowering employees:** Provide React Homecare offers you a platform to grow, lead, and influence through employee ownership.
- **Building better communities:** Through volunteering, match funding, and community projects, you'll be making a tangible impact on the lives of others.
- **Fostering innovation:** With profits reinvested into training, technology, and improved services, Provide React Homecare is always looking for ways to enhance both your career and the care we provide.

A few key perks of being part of Provide Community:

- **Two paid volunteer days** annually to make a difference in your local area.
- Up to **£1,000 match funding** for charity fundraising you organise.
- Annual **colleague engagement** events
- A dedicated **Employee Assistance Programme** (via the Wisdom app) for mental health and wellbeing support.
- Access to **Community Zest**, a wellbeing portal with resources tailored to your needs.

*Being part of Provide Community ensures you're not just working for a company but contributing to something bigger - a vision to **transform lives** across the UK while creating a **supportive and rewarding** workplace.*

Your journey starts here

At Provide React Homecare, we believe that our carers are the cornerstone of our success. By joining our team, you are not just starting a job - you are embarking on a **fulfilling career** where you will make a **meaningful difference** every day. With unparalleled **support**, competitive **benefits**, and a **welcoming community**, Provide React Homecare is ready to help you thrive.

We proudly serve communities across multiple regions, providing compassionate and personalised home care services, including: **North Yorkshire, South Yorkshire, Staffordshire, Cheshire East, North Lincolnshire, Nottinghamshire, Derbyshire, and Mid Essex.**

If you're ready to start a rewarding career with a team that values and celebrates you, we'd love to hear from you.

To learn more or apply, visit:



reacthomecare.co.uk/careers

Alternatively, you can email our team at:



careers@providecaresolutions.co.uk

Join Provide React Homecare today and take the first step towards a career where you are *truly valued*.



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Part of

excellence in **homecare** provision

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