



Snap Care

SPECIALIST RECRUITERS

Sourcing high calibre professionals to support children, young people and adults with additional needs or disabilities

WE'RE PASSIONATE ABOUT FINDING THE VERY BEST SUPPORT FOR FAMILIES WITH CHILDREN OF ALL AGES – AND HAVE BEEN SINCE 2001!

CARE TEAMS ■ ■ NIGHT SUPPORT
EDUCATIONAL SUPPORT ■ ■ SNAP ADVERTS & SHORTLISTS
INTERNATIONAL PLACEMENTS ■ ■ SUPPORT WORKERS
NANNIES, MANNIES, GOVERNESSES ■ ■ THERAPISTS

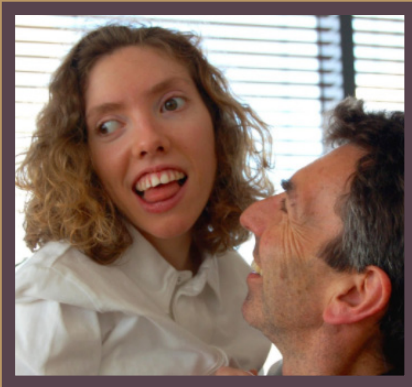
Snap Care has offered a bespoke specialist recruitment service sourcing high calibre professionals to support children, young people and adults with additional needs or disabilities, since 2001.

We're based in London, but we work with families with children of all ages (0 to adult), across the UK and Internationally.

We have built not only a large database of candidates all wishing to work in this area, but have become known as **the** specialist care and healthcare agency.

In addition to providing a fully-inclusive recruitment service, we can also promote your SEN vacancies to a targeted audience. These services are available to both UK and International clients.

ABOUT SNAP CARE



Snap was started in 2001 by Sally Britton and partner Andrew Knight, **whose daughter Camilla**, has cerebral palsy and requires support in all aspects of her life.

Camilla was our initial inspiration and the very foundation on which Snap was built. The Snap team always enjoy her visits to the office and Camilla continues to be our motivation and benchmark for the high-quality service we are proud to offer.

We work with children and clients of all ages; babies, children, young people and adults.

We match candidates not just based on their experience, but also on more personal attributes, which is why we meet all families seeking permanent help, wherever you are in the UK (and by arrangement for International clients). We work directly with families and via case managers, solicitors and associated professionals.

WE ARE
KNOWN FOR
RECRUITING
A WIDE
RANGE OF
SUPPORT
ROLES
INCLUDING:

- Behavioural Therapists
- Buddies and Enablers
- College, University & Workplace Support
- Educators
- Family Support Workers
- Nursery, School Supports
- Personal Assistants (PAs)
- Rehabilitation Support Workers
- Specialist Nannies/Mannies
- Support Workers
- Team Leaders
- Waking, On-Call & Sleeping Night Carers

As well as experienced candidates, we also place candidates who are keen to gain SEN experience through our **Summer Scheme** – a willing extra pair of hands to manage those long summer holidays!

Positions may be full or part-time, permanent or temporary, live-in or live out.

DEDICATED CANDIDATES

We have only ever recruited for families who require additional support, so all the candidates who come to Snap are specifically interested in this type of work. They have a wide range of experience, skills and qualifications including:

Speech and Language Therapy, Occupational Therapy, Physiotherapy, Behaviour Management, Makaton, Sign Language, PECs, Conductive Education, Augmentative and Alternative Communication (AAC), rehabilitation and complex medical skills such as tube-feeding, suctioning and oxygen administration.

Candidates work with clients of all ages from babies to adults, within a variety of locations including the family home, rehabilitation, education and medical settings.

OUR SERVICES: FULLY-INCLUSIVE RECRUITMENT INCLUDING:

- A home visit with your dedicated recruiter to fully understand your needs
- A bespoke job advert created to attract the right candidates to your vacancy
- Promoting your vacancy directly to Snap candidates, on our website, through our social media and on at least three external jobs boards
- Carrying out extensive searches including through our database of 20,000+ candidates
- Long and shortlisting
- Screening and interviewing candidates
- Reference, document and right to work checks
- Sending you comprehensive candidate details for your consideration
- Arranging employer interviews and trials
- Processing and paying for DBS police checks, and Update Service
- Placement follow ups, support and advice including draft contracts

We'll support you through the whole process and make it as seamless as possible!

RECRUITING
YOURSELF?
LET SNAP
PROMOTE
YOUR
VACANCY!

If you would prefer to recruit yourself, Snap have two options to promote your vacancy to the right people, **The Snap Job Advert** and **The Snap Shortlist**.

The Snap Job Advert - our most competitively priced option

We'll create a bespoke job advert for you; our skilled staff know how to make your vacancy as attractive as it can be.

Once you have approved the advert, your vacancy will go live on the Snap website. We'll send it to targeted candidates on our database and promote it through Snap's social media platforms. We'll advertise the job for you on external job boards at no additional cost.

We'll manage the applications and send you the CVs of applicants for you to consider and to then continue the recruitment.

GET YOUR VACANCY SEEN BY THE RIGHT CANDIDATES!

The Snap Shortlist is ideal if you want to spend less time filtering applications.

All the features of the Snap Job Advert, plus:

- External CV searches to increase the number of suitable candidates for your vacancy
- Hints and tips to guide you through the recruitment process
- Screening calls to confirm candidates' interest and that they meet the objective criteria of the vacancy
- We'll help manage any application forms and liaise with you/your HR department

For all successfully shortlisted candidates you'll receive: a CV, a screening checklist, and where appropriate, a supporting statement and application form.

The Snap Care Team Package provides a cost-effective option when recruiting for multiple placements, 5+ positions.

How does it work?

We'll recruit a Team Leader through our Fully-Inclusive Recruitment Service. You recruit additional team members through the Snap Shortlist Option - with the assistance of the Team Leader, saving you time and giving you additional support to recruit.

Features of the Care Team Package:

- The Shortlist option for the price of the Snap Job Advert option, saving 50%
- A six month guarantee on all placements
- If required, a Bank Worker advert can also be run for free through the Shortlist option

THE SNAP CARE TEAM PACKAGE

See our website
for full details



WHO WE SUPPORT

The candidates we place provide dedicated support to help your child, whatever their age, reach their rehabilitation and developmental goals, maximise their opportunities and lead the life they and their families want. Over the years we have worked with many families, all with children with very individual needs. Our recruiters and the candidates we place are experienced and knowledgeable in many areas, including:

- Acquired Brain Injury
- Autistic Spectrum Conditions
- Behavioural Needs
- Bereavement and Illness
- Communication Needs
- Complex Medical Needs
- Epilepsy
- Global Development Delay
- Learning Difficulties
- Physical Disability
- Social, Emotional & Mental Health Needs
- Speech and Language Delay
- Spinal injury
- Visual and Hearing Impairment

I just thought I'd tell you (should Margaret be looking for more work with you) that she is a treasure. Very mature and really puts thought into her work. Several times, after team meetings, she has sent me websites I might find useful and also techniques she can offer. Every single person I have got from you has been marvellous. Thank you.

Parent, London

We struggled for so long wondering whether there was anyone out there we felt confident enough to hand Jacob over to. Most of the care agencies we looked at were not suitable, many of them specialise in care for the elderly and so on and we never thought we would be able to find someone who “gets” Jacob. Luckily Emily does. This is in no small part due to you in taking the time to come out to see us, getting to assess Jacob and matching him with exactly the right person. We are so grateful to you.

Sharon and Andy, Parents

I wanted to say a quick thank you to you for everything. Whether or not I get this role I'm so grateful for your input and help. It's been a great help talking to you throughout this process. Thank you for answering my never-ending emails and being a friendly voice at the end of the phone! Over the last few weeks you've made me feel comfortable and at ease as one can be when going for a competitive job! Thank you again.

Candidate, London

PLACEMENT EXAMPLE: COMPLEX MEDICAL NEEDS

'Layla' was born prematurely and still in hospital when her parents contacted Snap. They felt they would need the support of a Specialist Nanny when Layla came home; she was their first child and they felt overwhelmed with the complexity of her needs. A Snap recruiter visited the family in the hospital and was able to meet the parents, Layla and speak to Layla's nurse.

Snap placed an experienced specialist nanny who had worked with babies and young children with similar needs. She worked alongside Layla's mum to give guidance and reassurance as well as taking care of Layla on a sole charge basis to give mum some much needed rest.

As Layla grew older, it became apparent she was developmentally delayed in many areas including her communication and fine and gross motor skills. The nanny worked alongside Layla's therapists including a physio, OT and speech and language therapist and implemented these therapies into her daily activities.

The nanny was able to take away many of the therapy-based activities from the parents, enabling them to spend time with their daughter as her mum and dad. Layla thrived with the 1:1 support and amazed many by reaching milestones many thought impossible.

PLACEMENT EXAMPLE: ABI REHABILITATION BUDDY

'Ali' is a 22-year-old man who has an Acquired Brain Injury following a road traffic accident. Ali has made good progress with his physical rehabilitation but has reached a plateau and has lost confidence to socialise or go out in the community.

After meeting Ali and his family, it was agreed that a Rehabilitation Buddy would be the best option for Ali; someone with similar interests who could provide emotional and physical support out of the home.

Ali had previously been a gym enthusiast, and this was central to the recruitment. We identified a support worker of a similar age who accompanied Ali to the gym and worked out with him two evenings a week. The placement increased to also include supporting Ali to go out to social events at the weekend and to work on independence skills including cooking and shopping.

Ali was able to independently cook his meals and shop for ingredients but required support to manage money. Ali's strength, stamina and coordination improved, and he became confident to go out with friends on his own for short periods.

PLACEMENT EXAMPLE: SOCIAL, EMOTIONAL & MENTAL HEALTH NEEDS

The parents have adopted siblings who had been in the care system for two years. The children at the time of adoption were seven and five and came from an abusive background.

The children presented with severe challenging and aggressive behaviour, attachment issues, difficulties with routine and attending school. From information gathered at the home visit and discussions with the social worker, it was clear that the family would benefit from full-time support. They required help to implement the therapy programmes and keep to a clear routine. The children's needs were complex, so the family also employed the support of a specialist from **Milestones Matter*** who provided bespoke family intervention.

The Manny (male nanny) placed, worked alongside the parents, a psychologist, the school, a play therapist and the intervention specialist to ensure the family and the children had a robust support team around them. The Manny Snap recruited had previously worked with children with social, emotional and behaviour needs in a Pupil Referral Unit (PRU) and a children's home.

Routines and parenting/childcare strategies were agreed, and boundaries established. After three months, the children were still often absent from school and the eldest child displayed aggressive and sometimes violent behaviour. After seven months, the children were more settled and began to attend school regularly, played together and with peers. Behaviour improved, and the children communicated more effectively. After 12 months, the children still required additional support and there were emotional outbursts, however the family home was much calmer and harmonious.

'Thank you so much for putting us in touch with Giulia, she has been invaluable.'

Parent, March 2019

***Milestones Matter:** when needs are very complex or sensitive, we might suggest working with **Milestones Matter** who can provide bespoke interventions. We have known Giulia Pintus, Early Interventions Consultant, for many years and value her extensive knowledge, training and expertise to advise and guide families.

PLACEMENT EXAMPLE: FULL CARE TEAM

‘Sara’ is an eight-year-old little girl who has complex medical needs; she requires 24/7 support, receives medication and food via a PEG and requires regular suctioning. There were five full-time vacancies and one bank position to fill.

Sara’s current team are via an employment agency and while the support has been good, there is limited consistency of carers. The family find the number of different people providing the support difficult and wish to recruit directly. They now feel equipped to be much more involved with the recruitment, with the support of their case manager.

We discussed the different services Snap could provide for the family and concluded that the **The Snap Care Team Package** was the most suitable for them.

This package combines two of our services, the full recruitment option for Snap to identify a Team Leader and then subsequent placements to be made by promoting the job via our **Shortlist option**.

Snap recruited the Team Leader who then assisted the parents to recruit the additional support workers. Agency staff were gradually replaced with permanent support workers.

PLACEMENT EXAMPLE: SCHOOL AND HOME SUPPORT

'Adam' is 10 years old and a very bright little boy who has been diagnosed with ADHD. At school he struggles to remain 'on task' and is often disruptive and frequently taken out of the classroom. He has fallen behind his peers with his work and often fails to complete homework tasks.

His parents explained Adam's behaviour was also hard to manage at home. He had recently become agitated and reluctant to go to school, resulting in a battle of wills each morning. The recruiter also visited the school and discussed the situation with Adam's teacher.

A specialist nanny was recruited. Her role was split between home and school. She arrived at 7.30am to help Adam get ready and then drove him to school. The nanny then worked at the school as a general classroom assistant, only supporting Adam when needed. Given prior warning of upcoming classes, she could prepare Adam to help build his confidence. She then supported Adam at home with his homework assignments.

The nanny discussed and agreed clear boundaries with Adam's parents for consistency between all adults. Adam's behaviour improved both in and out of school and while he still struggled at times to self-regulate his behaviour, he was learning skills to help this, and life within the family home became more harmonious.

AGENCY FEES

■ Option 1

Fully-Inclusive Recruitment Service

Permanent Placements:

16% of the agreed employee's gross annual salary, minimum fee is *£2,500.00

*Bank Worker 50% of £2,500.00 (minimum fee) £1,250.00

(Bank Worker - zero hours contract, working on average 20 hours a week or less)

Temporary Placements:

£150.00 per week, £60.00 per day

■ Option 2

The Snap Shortlist

£1,800.00 per placed candidate

■ Option 3

The Snap Job Advert

£900.00 per placed candidate

All fees subject to VAT.

■ **Option 1 International Placements
Fully-Inclusive Recruitment Service**

Europe, Permanent:

18% of the agreed employee's gross annual salary, minimum fee is £3,000.00

Rest of World, Permanent:

20% of the agreed employee's gross annual salary, minimum fee is £3,000.00

Temporary Placements:

£250.00 per week, £110.00 per day

■ **Option 2 International Placements
The Snap Shortlist**

£2,500.00 per placed candidate

■ **Option 3 International Placements
The Snap Job Advert**

£1,250.00 per placed candidate

See our website for loyalty and multiple placement discounts and agency guarantee.

AT A GLANCE... OUR 3 SERVICE LEVELS

We appreciate everyone has their own way of recruiting, so we have created three service levels for you to choose from.

Contact one of our friendly recruiters to discuss which is the best option for you:

020 7729 2200

info@snapcare.co.uk

**or Live Chat on
www.snapcare.co.uk**

Snap Care Recruitment Services

	Option 1 Fully Inclusive Recruitment Service	Option 2 The Snap Shortlist	Option 3 The Snap Job Advert
Home Visit to any UK Address	✓		
Bespoke Job Advert	✓	✓	✓
Snap Database CV Searches	✓	✓	✓
External Advertising	✓	✓	✓
External CV Searches	✓	✓	
Shortlisting	✓	✓	
Recruiter Interviews	✓		
Verbal and Written References	✓		
ID/Right to Work Checks	✓		
DBS Police Checks	✓		
DBS Update Service	✓		
Draft Employment Contract	✓		
Placement Follow Up Calls	✓	✓	✓
6 Month Guarantee	✓		
Costs Per Placed Candidate (All costs subject to VAT)	16% of Agreed Annual Salary	£1,800.00	£900.00

'I have recruited six support workers for my daughter with SNAP. I am impressed at the thoroughness with which they select candidates to put forward, and the high quality of staff that I have found. I would thoroughly recommend SNAP's services to any potential client, and will be using them myself in the future'

Angela, Parent

Snap Care

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