Why Work for Compass Community?

CHILDREN'S SERVICES

Welcome to Compass Community

Thank you for considering Compass Community as the next step in your journey. Here, everything we do is driven by one purpose: making a real and lasting difference in the lives of children and young people. By joining us, you'd become part of a dedicated team committed to creating safe, supportive, and nurturing environments where young people can truly thrive.

Every role at Compass matters—whether you're working directly with children or supporting behind the scenes. We believe in collaboration, encouraging each other, and always striving to do better.

Your passion, skills, and dedication would play a vital part in shaping not only the future of our organisation but, more importantly, the future of the young people we support. If you choose to join us, we'll ensure your experience is inspiring and rewarding. We value every voice and believe the best ideas come from working together. Your contributions, big or small, will help us continue delivering exceptional care and education.

We'd love to welcome you to the team. Imagine the impact you could make here.

Stacy Wallace, CEO

Child Focused at all Times

We put children at the heart of everything we do, that's why Compass Community has a clear vision and mission to help remind us of what we are working to achieve, and how we are going to do so.

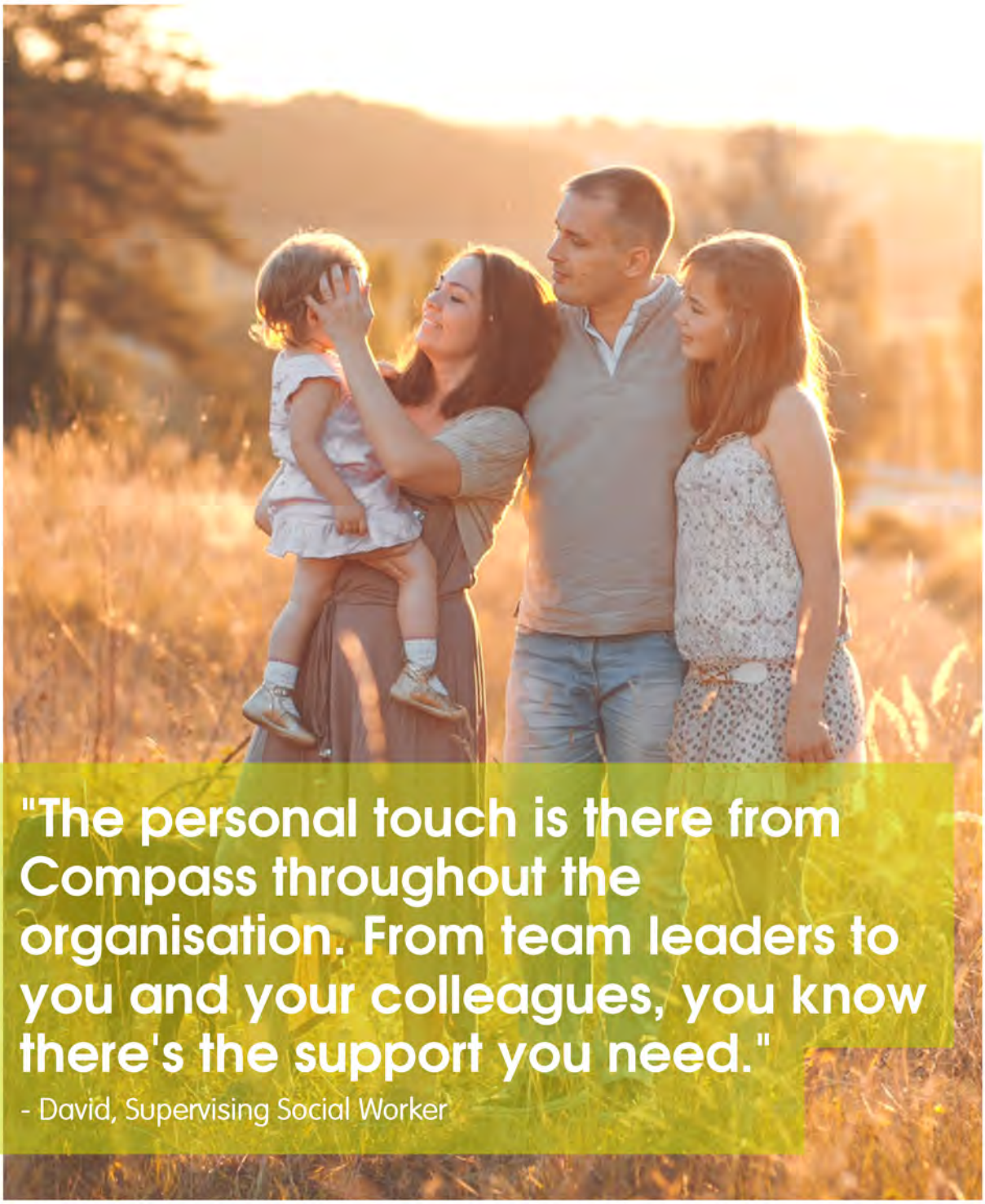
Our Vision

"To be the preferred children's service provider; renowned for an optimistic & pragmatic approach, where it is believed change is possible."

Our Mission

"Providing child centred services that make a lasting and life-long difference to vulnerable children's lives."

FOSTERING



Fostering service

We are proud to offer our Fostering Service of high-quality foster care throughout England and Wales. Compass Fostering delivers services across 8 regions consisting of; North, Central, West, East, South East, London, South and Wales.

We provide dedicated, high-quality carers nationally, with focused, local support. Compass Fostering also have the ability to support our young people with specifically designed programmes for their needs.

These range from standard support, enhanced therapeutic foster care, through to stepping down provision.

We can create bespoke child-led wrap around packages of care from our menu of services, ensuring each child receives the individual support they need.

Whether you're searching for one of your first supervising social worker jobs or you're looking for a change, Compass has lots of opportunities for you to further your social work career.

Being a Supervising Social Worker doesn't come without its challenges, but it is thoroughly rewarding. You will be helping people every day and supporting our carers to be the best they can be for our children and young people.

We offer many career paths for our supervising social workers. We recognise hard work and will support and encourage you to make positive steps in your role with us. We've had lots of our SSWs continue on into more senior roles.

"Compass have supported me since the day that I started. Managers saw something in me and really encouraged me to go for it. I'm really glad that I did."

- Linda, Head of Fostering West

As much as we have to say about working for Compass Fostering, at the heart of it all is the children.

Here is what one one of our foster children had to say about us:

My life started with hurt, fright, trauma,
This led to foster care, tummy-aches, more worry,
Judges, decisions, CAMHS contacts,
Social workers, meetings, new faces,
Worry, adoption, more trauma,
Failed adoption, more trauma,
Back in foster care, and then,
Adoption again, and now,
Happiness, love,
Still living with my siblings, and now,
With my forever family,
THANK YOU COMPASS!

- BJ

Working as a SSW for Compass Fostering

The Supervising Social Worker is responsible for supervising and supporting Foster carers, including;

- Making visits to the fostering household at least monthly and undertaking x 2 unannounced visits per year.
- Supervising the foster carers work to ensure they are meeting the child's needs and working as part of a team around the child in partnership with the placing authority.
- Providing emotional and practical support including evenings and weekends and provide out of hours support.
- Assessing the Foster carers performance, supporting and developing their skills and undertaking annual reviews of the fostering households progress.
- Providing the carer with information about the regulations, standards and guidance, policies and procedures of the agency and information regarding investigating allegations and financial support.
- Undertaking initial visits and assessments of applicants alongside managing a case load of Foster carers, this provides the SSW with a variety of work and skill development.
- Caseload spread can be over significant distances (anything up to 1.5 hrs travel from office location.)

"My manager and line manager have been amazing. They spend time offering their help with anything I need, despite being busy themselves, they have always made time."

- Corinne, Supervising Social Worker

Myth Busting

MYTH
It's easier working for an IFA as a SSW than it is being a front-line Social Worker

REALITY
The nature of the work is different and therefore it comes with different challenges. Although you won't be directly responsible for a child, you will be responsible for ensuring the carer is supervised, managed and provided enough support in order that they develop their skills to provide high quality care.

MYTH
The role of the SSW is only to check that Foster carers are looking after the children

REALITY
Supervising Social Worker are responsible for ensuring the foster carer and other professionals are putting a child's best interests first. They must ensure the foster carer is supported emotionally, has had the training they need and that they are supported in their development.

MYTH
Supervising Social Workers do less travel

REALITY
Caseload can be spread over significant distances (anything up to 1.5 hrs travel from office location). Any additional hours can be claimed back.

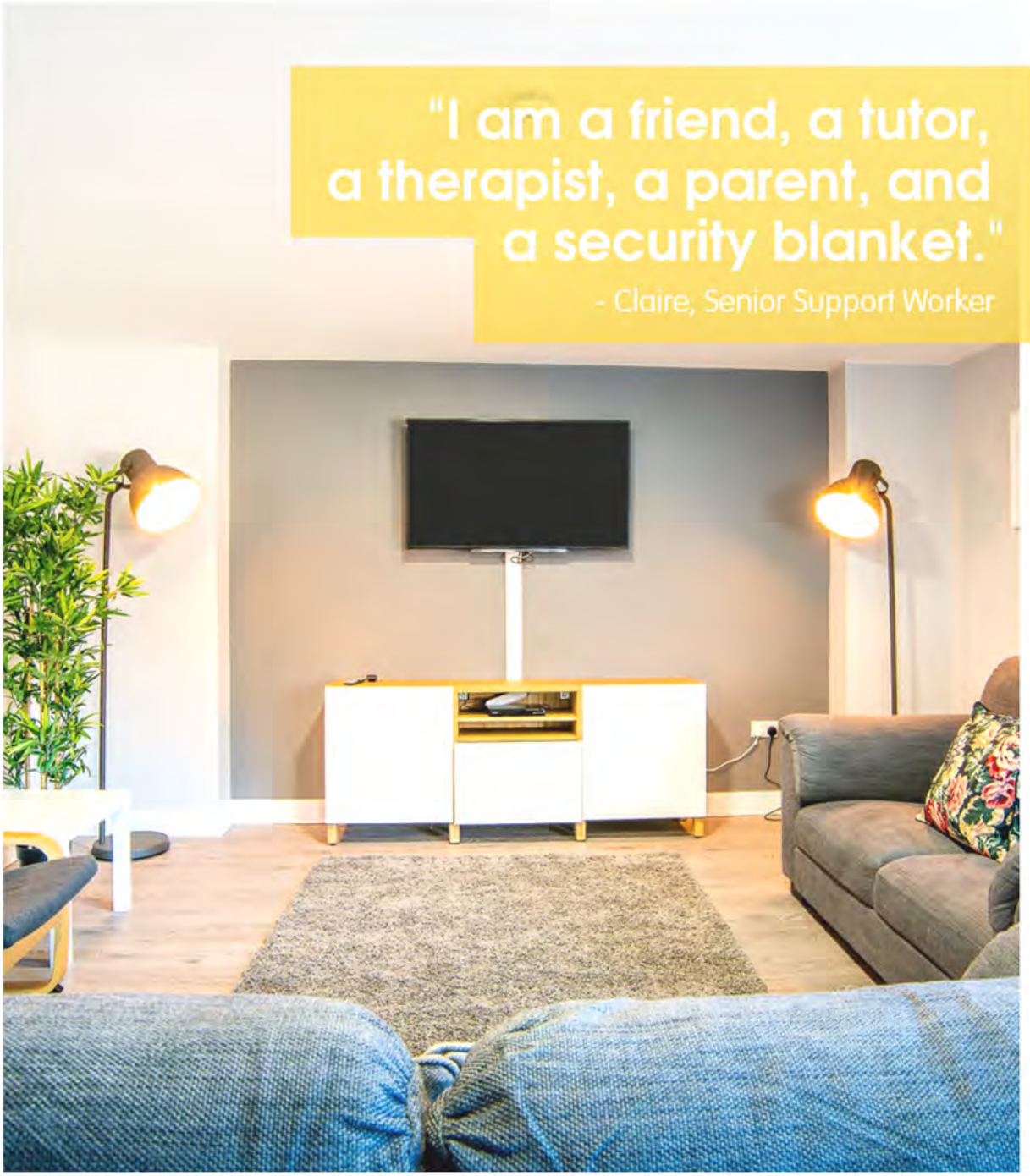
MYTH
SSWs have lower case-loads than working in Local Authorities

REALITY
The reality is that caseloads are foster carer family households. Each SSW has 13-15 households that they are responsible for, while also undertaking one assessment and initial visits.

MYTH
Supervising Social Workers work 9-5 office hours

REALITY
Foster carers work from their own homes, 24/7. It would be wrong to assume our Supervising Social Workers only work from 9 to 5. They provide out of office hours support including travelling, paid out of hours on call and duty service. We provide support services to our SSWs to help development in the role.

RESIDENTIAL



Residential service

Congratulations on taking the first step towards a career with Compass! We've worked really hard to get to where we are today and my aim remains for Compass to be known for doing the very best for children, for being solution focused, having bounce-back-ability and for being resilient.

To think this job is plain sailing is naïve, it's through adversity we get strength. It's about tapping into children's resilience and giving them the tools and skills that they can use throughout life.

I believe it's essential for residential workers to care about children, be motivated and interested. They should have depth and integrity and want the best, even in the most difficult of situations.

The best residential workers all look different. It's their unique nature that makes them something. People's internal drivers to want to be the best for themselves, colleagues and children; that's what makes someone exciting.

You should want to challenge yourself, to question yourself - "is this the right thing to do? Is this the right place to be? Is this the right company?" Somebody who challenges themselves and other people to be the best they can be is ultimately what we should all be aspiring to.

When we say home, we really mean it.
We go above and beyond for our children, making sure that they have an experience of childhood that they can reflect upon and carry with them into adulthood, including;

- Creating memory books
- Going on holidays
- Having barbecues in the garden
- Decorating the children's bedrooms

With your support, we can ensure that the children living within the home have the very best care, great role models and a place to call home.

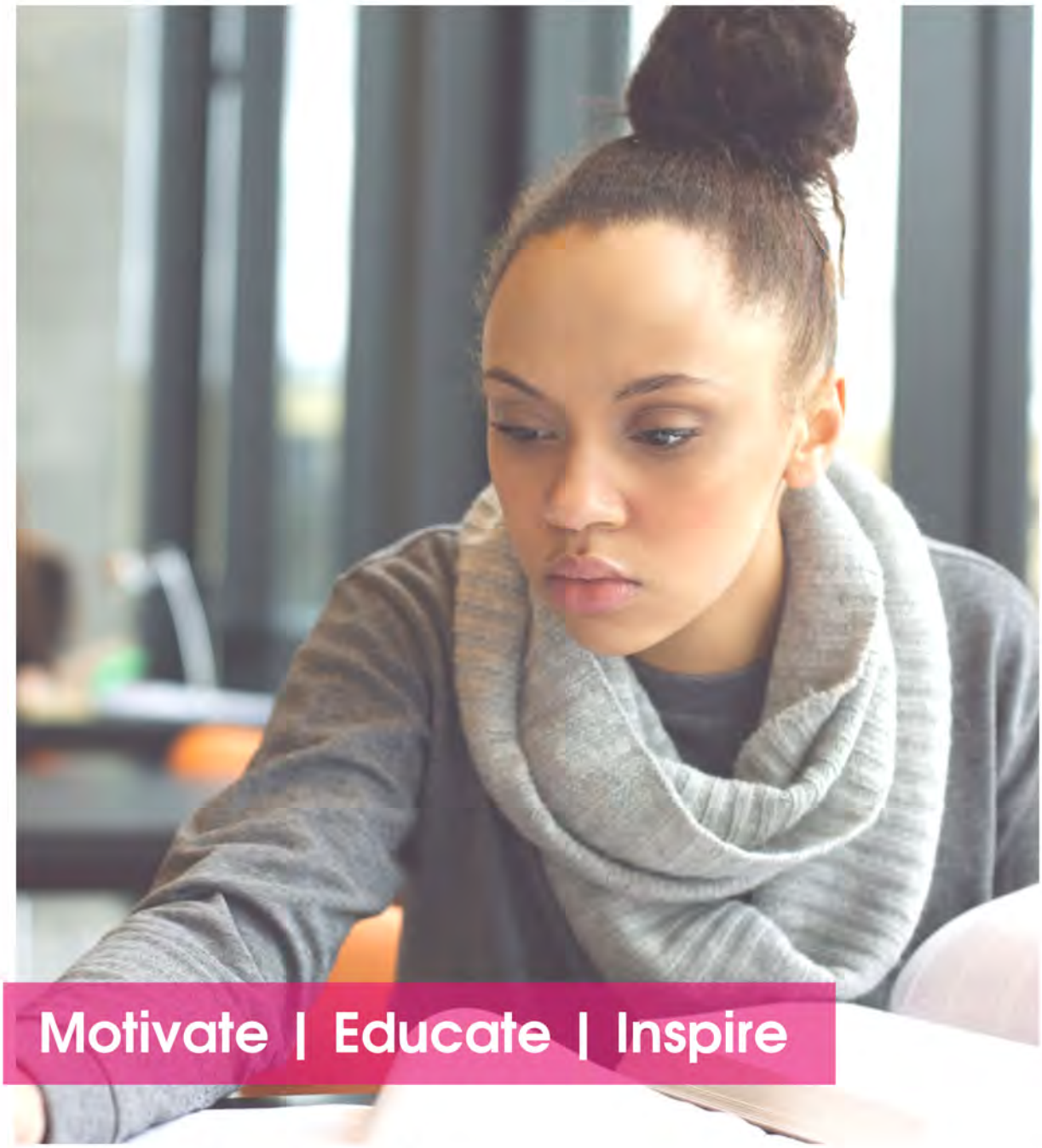
- Ben Jordan
Director of Residential Services

"At first, I was a little worried and upset when I was told I had to live in a children's home, I didn't know what to expect, and I missed my mum. I have now been living at the home for 3 months, I have a lot of fun with my friends that I've made.

I really enjoy playing with the children and I get to do fun activities and go on day trips! One of my best days out with the children's home is when we went to Western-Super-Mare.

We played in the sea, made sandcastles and ate fish and chips... but when I went to the toilet, a seagull ate my fish! We all got along really well and I had so much fun.
I also get along really well with all of the staff, especially my key worker. When I need some support or help with something, my key worker is really good at sorting it out and I know I can speak to any member of staff to help me."
- R

EDUCATION



Education service

We are passionate about all children accessing and most importantly, enjoying education. Our aim is for our pupils to continue to be lifelong learners and are motivated to make the most of the opportunities that they may encounter.

We maintain high aspirations for all our pupils and recognise that not all learning happens inside a classroom; our school curriculum provides a wide range of opportunities and experiences to engage and inspire our learners.

We have a talented team of qualified education professionals who are passionate about providing a safe, nurturing and engaging environment within which all young people can learn.

We are also extremely fortunate to work with a team of psychologists and therapists working closely with us to provide a 'team around the Young Person'. This therapeutic approach helps us to understand the child holistically and consider how they might best engage in education, especially considering many of the pupils may have had negative educational experiences before joining us.

When you join our Education Services, you'll be part of a team which is committed to providing a safe and inclusive learning environment for our students. It's a place where everyone is valued and encouraged to reach their full potential, and aspirations for both students and staff are very high.

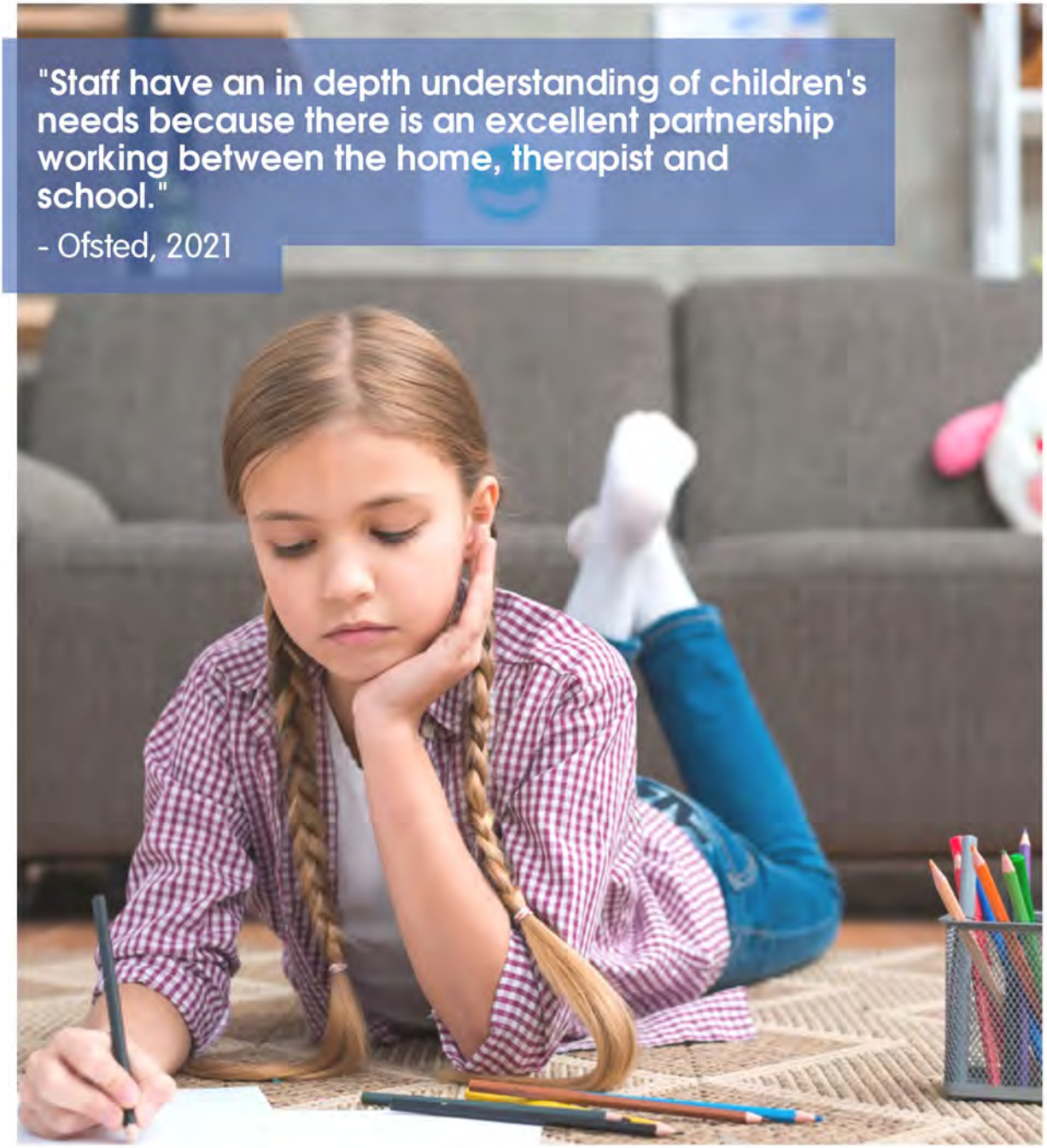
The work we do is both varied and challenging, and we form a cornerstone of a triangulated approach which places the child at the centre of education, care, and therapeutic intervention.

Our education teams work together to provide a positive learning experience for our pupils, where so many of them may have not experienced this previously.

We aim to develop young people who are responsible, caring and respectful of others, and who have a strong sense of fairness and what is 'right'. We want them to treat others as they would like to be treated themselves and to understand and celebrate diversity and difference.

The school helps our children and young people to develop an inner discipline and will encourage pupils to not just 'follow the crowd' - they will make up their own minds and be ready to accept responsibility for what they do. They will grow through making choices and holding to the choices that they have made. They will want to be honest with themselves and with others.

THERAPY



Therapy service

We offer bespoke child care packages with therapy to ensure each individual child has the best possible outcome.

Therapeutic thinking and understanding is central to the ethos of Compass, which is why we don't simply provide therapy for the child but an on-going wrap-around service to ensure they progress successfully on their therapeutic journey.

Our Multi-Disciplinary Therapy Teams span across the services of Residential, Education and Fostering and can offer a vast range of therapies and assessments. Children can be seen individually or in groups, in Homes or in their Schools.

Throughout Compass Community, we fundamentally believe that because both the visible and invisible effects of Complex Trauma manifest in so many differentiating, unique, and extreme ways, that every child will be given the opportunity for specific and bespoke individual therapeutic interventions at any point that a need arises.

As part of Compass' ongoing development we are proud to be offering five differentiated therapeutic interventions for children:

- Assessing & Healing Complex Trauma (AHCT)
- Children with Learning Disabilities (CWLD)
- Overcoming Childhood Trauma (OCT)
- Overcoming Sexual Trauma (OST)
- Overcoming Problematic Sexual Behaviour (OPSB)

We are proud to be able to offer an individualised therapeutic approach for our most vulnerable young people. As a member of our fully trained team of professionals, you will deliver therapeutic services across each of our provisions. In order for therapy with young people to have real lasting benefit, therapists need to be flexible and in tune with their needs.

Our Therapy team changes lives every day, and play a crucial role helping children to process and heal from their trauma. Taking a strengths-based approach that prioritises young peoples' skills, abilities, and interests, we work closely with young people to build the kind of warm and nurturing relationships that provide a stable base for long-term behaviour change.

compass COMMUNITY

Children's Services

compass FOSTERING

compass EDUCATION

compass Children's Homes

compass COMMUNITY

Therapeutic Services

SUPPORT SERVICES

Working in our Support Services

Making a difference every day.

Our support services make sure that the day to day in the Compass Community stays on track. You'll be supporting teams across the entire organisation with your area of expertise.

Each of our support services teams provide internal and external assistance across Compass. Our teams come with a wealth of knowledge and skills to help out those who may need assistance. As Compass expands, needing more hands-on support within the organisation, there will be plenty of opportunities to grow, train and drive your career.

Many of our wider teams make up the support services, including:

- Marketing and Communications
- Carer and Staff Recruitment
- HR
- Commercial
- IT Support
- Family Finding
- Compliance and Support Services
- Finance
- Learning and Development

Each of these teams work across and support each of our services in fostering, residential, education and therapy.

"If you want career growth, it's there for you. Compass encourages that development if you strive for it."

- Charlotte, Supervising Social Worker

YOUR DEVELOPMENT

Opportunities to Progress

Compass Community Learning & Development team provide a vast range of learning opportunities for all staff members and foster carers.

All social workers, administrators, managers and other supporting staff will have the opportunity for development that will be relevant to their role and is bespoke to meet the needs of the organisation and its specific goals.

In our residential services, all new staff have an extensive induction program before starting in their new role, as well as the opportunity to do their level 3 qualification in Health and Social Care. There is, in addition, specialised training on specific aspects of our work including for example working with children with PSB.

Our ethos, The REACH Approach, is embedded across all of our services within Compass Community and is the foundation of our entire training programme, but it's more than that, it is a whole approach to childcare.

The aim is to be optimistic and to assist those entering the Compass Community to believe that change is possible.

It emphasises the immense importance of building trusting relationships with children/young people as being at the heart of childcare.

"Leadership isn't built in a day – it's so easy to be a manager and leader when things are going well. Sailing the ship through rocky waters and rough seas is more of a challenge and that's why it's such an achievement."

- Ben Jordan

STAFF BENEFITS & PERKS

Medicash

At Compass, we feel it's important to have happy staff.

We know that feeling good and staying healthy makes a big difference to how likely we are to fall ill and how fast we recover. For this reason, we provide a fantastic wellbeing and health plan from Medicash for all permanently employed colleagues.

It's a health cash plan which will assist you in the most practical way possible; by providing you with money towards the cost of your healthcare. If you need a dental check-up, filling, visit a physiotherapist, or even a new pair of glasses, you don't need to put them off due to finances as Medicash will reimburse you the cost up to a specific monetary limit.

Not only will you be able to claim money back on medical and dental, but get money off gym memberships and high street shopping, too!

Charity work

At Compass we also go beyond our work in children's services and are constantly supporting initiatives and charities that make a difference and benefit to our communities and the world around us.

We make sure we educate our children with the same values that we hold, including the importance of charity and doing what you can for those less fortunate.

We celebrate the amazing work that our children and young people do, be that cake sales, sponsored events, or even shaving their heads! We try to do this by featuring stories in our newsletters, our employee and foster carer intranets and on our social media. We know that giving back to our wider community is important, and we take every opportunity to support our staff and carers when they fundraise too.

We know that giving back to our wider community is important, and we take every opportunity to support our staff and carers when they fundraise too.

Want to discuss fundraising or feature a story? Share it with our Communications team at: communicatons@compasscommunity.co.uk

SUPPORTING YOU

Communication

Staff surveys are conducted annually, the results are shared with all our colleagues and the Engagement and Retention strategy is updated to reflect the areas of focus for the forthcoming year.

This is supported by local Engagement & Retention plans. Speak to your line manager to learn more about these in your service. The organisation recognises the importance of good channels of communication and staff are kept informed through a variety of forums such as newsletters, website updates, various monthly, quarterly, six monthly team meetings, engagement days, conferences, brunch with Ops board, organisation charts, contact lists, appraisals, supervisions, inductions etc.

Staff Bonus Schemes

Along with a salary above the national average, the whole of the Compass Community has access to a 'Surprise Bonus Pot'. Managers can nominate someone in their team who has demonstrated exceptional performance in their role.

All staff also have access to a recruitment bonus of up to £2000*, for recommending new members of staff to work in our children's homes. Please speak to your Operations Manager for more info on this scheme.

**Payment will not be made on any recommended staff or recommenders who are in disci plinary or are on a Performance Plan.Payment will not be made if you leave the service, if the recommended staff is still in post.*

Staff Engagement

We strive to increase our benefits to our valued colleagues year on year. Along with all the other benefits we offer, we are proud to provide:

- You will receive 224 hours holiday, gradually increasing to 248 hours after 4 years' working with us.
- You'll be entered into our Group Life Assurance Scheme. This means that 3 times your annual salary will be provided to your designated beneficiary, receiving a cash sum of money should you die whilst employed at Compass.
- On your two-year anniversary on working with us, you'll get a £200 service award.

REACH Awards

Sometimes work can get so busy that we can forget to be thankful for the things other people do for us.

That's why as part of our retention & engagement strategy we thought it was important to give everyone the opportunity to take part in awards and recognition. Run monthly, they will be a chance for every member of staff to nominate someone that they think deserves recognition for something they have done, however big or small.

ETHOS

G.R.A.C.E

Following ongoing global events, staff and carers within the Compass Community came together in 2020 to form G.R.A.C.E. We are the Group and Regional Ambassadors Committed to Equality.

The GRACE group represents all corners of the Compass service and does not have a static membership, all members were either nominated or volunteeered.

We receive feedback from members across the different services on the work of the teams, and honour the safe space necessary to discuss inclusion and what prevents it.

Our Sustainability Pledge

Sustainability is a more pressing issue now more than ever. Over the past year we have aimed to get ahead of the curve, creating a positive impact across all three areas of Environment, Social, and Governance (ESG). We do this while keeping our values centred around our number one priority – child welfare and development.

"It's their future in our hands. Making changes to be more sustainable in our everyday process will make a positive difference."

This year we formed our ESG committee, and we are beginning to drive action across our organisation, with a cross-section of employees and senior staff to make sure changes are implemented at every level.

We are being advised by Sustainable Advantage, a leading ESG consultancy, to provide external, independent feedback that keeps us on the most efficient path to achieve the most impactful results.

Our combination of knowledge, experience, and professional skills, dramatically increases the chances of a successful outcome for the young people and foster families we work with.

We will be tracking and monitoring the impacts we have as an organisation, both to understand better our effect upon our communities and the world around us, but also to make our actions more accountable.

We understand the importance of sharing they way Compass works with our staff, our foster families, and our stakeholders. Providing our ESG data makes what we do more transparent and holds us accountable for actionable changes we can take in the future.

We will be more resilient and sustainable in the long-term, meaning better futures for children and young people!

© Compass Community 2025. All rights reserved.
Version: Feb 2025.
Any redistribution of reproduction of part or all
of the contents in any form is prohibited.

compass COMMUNITY
Children's Services