



Eden
Futures

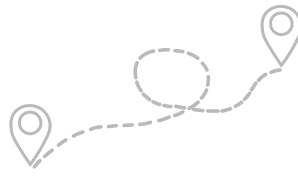


Eden Futures

Preparing for your interview with us

Our Purpose is our People

Your Journey



Your recruitment journey

Thank you for choosing to progress your career with Eden Futures. We're always working to build strong, compassionate and communicative teams, so we are delighted that you are coming to an interview with us - we're looking forward to meeting you!

At Eden Futures, we deliver exceptional support to people diagnosed with a learning or physical disability, acquired brain injury, autism or a mental illness. Every day we help to transform the lives of those who need our support; some of the most vulnerable people in our society. We use our experience to help people on their journey towards greater independence and live fulfilling lives.

This is why everyone carries out such a **valuable** role in our company.

Every day can be different, which makes working at Eden Futures exciting! We also know that it can be a challenging in Health and Social Care sometimes, which is why we support each other. Having good team working skills isn't simply being able to get along with others; it's also the ability to work **well** with others.

You can bring a unique perspective and background to our team, and we value **everyone's** contributions and differences.

We've created this booklet to help you understand Eden Futures and our values a bit more so that you can prepare for your interview.

It is our policy that no job applicant or employee receives less favourable treatment on the grounds of of age, disability, sex, gender reassignment (and when gender identity is different from the sex assigned to the person when they were born), pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. At Eden Futures, we are committed not only to our legal obligations but also to the positive promotion of equality of opportunity in **all** aspects of recruitment and employment.

Good luck with your interview! We hope to see you join our amazing team soon!



Alex Pugh

Head of HR



Supported Living

We foster independence in individuals by offering tailored support in their homes and communities. Our focus is always about people receiving the right support from the right people who are properly trained to support them. Through our values-based recruitment, we encourage the involvement from the people we support in the recruitment of staff so that their experience of receiving support is taken into account.

Specialist Support

We offer a comprehensive care pathway, catering to individuals transitioning from hospital with specialist support, all the way to those living independently, needing minimal weekly support through our outreach services.

A Full Care Pathway

We aid individuals from long-stay hospitals, and address barriers faced by those with a history of property damage, who are often overlooked for independent living. By working collaboratively with commissioners, architects, contractors and therapists, and influencing housing designs, we create environments to counteract barriers, providing greater choice for people and support their sometimes complex needs.

Our Company Values

We recruit people based on their values first,
skills second.



Our Values

Brave

We encourage positive risk taking to help grow the horizons of those we support, and we encourage our employees to show courage and speak out if something is not right.

Honest

Those whom we support can be amongst the most vulnerable in society, and we expect the highest levels of integrity from our employees.

Caring & Compassionate

We expect our every action to be geared to the wishes and feelings of those whom we support.

Professional

Employees of Eden Futures are expected to focus solely on the delivery of support without distraction or prejudice.

Responsive

As the needs of those we support change over time, our employees must be able to respond to that change in a positive way.

Positive

We expect our employees to remain positive in all their interactions – no matter how challenging the situation.



Getting ready for your interview...

Can you think of examples of when you've shown these values? This can be in a previous job, volunteering, during your studies, or situations in your personal life.

Which of one of our values stands out most to you and why?

Our Team Spirit

We recruit people who are team players.



Working as one team

In order for us all to thrive at work, it's important that we **all** live our Eden values and support each other.

Having good team working skills isn't simply being able to get along with others; it's also the ability to work **well** with others. Above all, a good team player has the following characteristics:

Accountability

Effective team players are accountable to themselves and to others. They take responsibility for their actions or mistakes and understand how their choices impact the team.

Flexibility

Adapting to change is an important part of a team's success. Strong collaborators are willing to take on new challenges to support their colleagues and change how they do things for the greater good.

Commitment

Successful team players believe in the group's processes and team goals. They stand in solidarity with the rest of their team members.

Positivity & Integrity

A positive mental attitude keeps morale high. Teams value people who are optimistic and helpful. The value of integrity is important in a team setting. Integrity means being honest and having strong moral principles.

A person with integrity does the right thing, even behind closed doors.



Getting ready for your interview...

What makes **you** a great team player? You can give examples from a previous job, volunteering, during your studies, or situations in your personal life.

A photograph of two men in a kitchen, both laughing heartily. The man on the left is wearing a yellow t-shirt and a dark apron, holding a white immersion blender over a large blue bowl. The man on the right is wearing a grey t-shirt with a graphic that says "EXPLORE NEW FRONTIER SINCE 1963 THE TRUE PIONEER SPIRIT". The background shows kitchen cabinets and a countertop. The entire image has a green overlay.

Our Expert Partners

Our Expert Partners



Your interview panel

At Eden Futures, we firmly believe in the power of co-production and the significant role our Expert Partners play in the very heart of our business.

Expert Partners are a select group of individuals who live the experiences that our support services are designed to assist. They are the people who understand, more profoundly than any, the needs and challenges faced by those diagnosed with learning or physical disability, autism, or mental illness. And as such, they form an integral part of our company, reinforcing our commitment to deliver exceptional support.

Our Expert Partners are active contributors to our cause; they are valued members of our team, playing pivotal roles in audits, training, and interviewing. They undertake these responsibilities as a paid role, reflecting our firm belief that their unique insights and first-hand experiences are invaluable assets to Eden Futures.

We aim to have an Expert Partner as part of your interview panel. Incorporating their views and opinions into our recruitment process is vital to ensure that we bring onboard individuals who genuinely understand and empathise with the people we support. Their involvement in interviewing, for example, ensures that every person we recruit has the necessary skills, understanding, empathy and values required to provide the quality of care and support Eden Futures is known for.

Interviewing, training and audits conducted by our Expert Partners bring a unique perspective that those without similar experiences might miss. They help shape our services, refining our processes, and ensuring that we continuously improve in line with the actual needs of the people we support. Their inputs have a direct impact on the quality of care and support we provide, making our services more personalised, effective, and genuinely supportive.

Our Expert Partners help us to see the world through the eyes of those we support, guiding us on our mission to improve lives. They reinforce our commitment to co-production and person-centred care, reflecting our belief that every individual's voice matters.

Through their engagement in all aspects of our business, we foster a culture of empathy, inclusivity, and continuous learning. This not only strengthens our service delivery but also empowers those we support to be active contributors to the society they live in.

Those with lived experience are not only recipients of our care and support, but experts in their own right. They're the champions who help us shape a brighter, more inclusive future - a testament to the ethos that Eden Futures stands for.





Preparing for your interview

Interview prep

Getting the very best from you



Prepare, prepare, prepare!

Have a good look at our website, news updates and social media to give you an understanding of our company and what we do, our culture and values.



Emphasise you and your potential

Focus on what you have done and achieved with solid examples; not just what you were a part of.



Use the 'Star' method

Use the STAR method to answer the interview questions:

What STAR stands for:

- **S**ituation - the situation you had to deal with
- **T**ask - the task you were given to do
- **A**ction - the action you took
- **R**esult - what happened as a result of your action and what you learned from the experience



Be honest

Be honest about your experience in your interview responses.

Being open about past mistakes, for example, makes you more relatable. Honesty is one of our values at Eden Futures.

Interview prep

Getting the very best from you



Not too long, not too short

Balance is key; give enough detail without going overboard.

Practice your responses and adjust accordingly.



Prepare stories

We love hearing relevant stories so have some ready that show off your skills. Keep stories short to stay engaging.



Be positive!

With a positive tone, focus on what you've learned from challenging situations.



Don't be afraid to think

It's alright to take a moment to consider your response to a question. Pausing shows you're thoughtful and take care in what you say.



Don't be afraid to ask us to repeat

We have all started answering a question and then forgotten what the question is! We want you to feel comfortable and at ease so please ask if you would like us to repeat anything.

Top tips for your interview!



We know that coming to an interview might feel daunting but just remember that our job is to put you at ease and to get the very best from you.

By being prepared before interview, this will help you to feel more confident. Here are some other things that you can do to help you feel ready....

Visit our website

Head over to www.edenfutures.org

- On our website homepage, you'll find a video about life at Eden Futures, told by our staff and people we support.
- When you click on '**About**' you'll find easy to read information about what 'Supported Living' means, our values, and approach at Eden Futures.
- Click on '**Work for Us**' to find out more about our commitment to giving our staff the opportunity to learn, develop and progress.
- Click on our '**News**' button to find out more about our Apprenticeships, leadership development programmes, Care Awards and staff recognition.

Check the details of your interview

After you have been invited to an interview, make sure the date and time works for you. It's important you have enough time to prepare and can manage it around your other commitments.

Before your interview, make sure to find out if it's an in-person interview, a phone interview or a video interview and give yourself plenty of time.

If you have a disability, you might need adjustments to make the interview accessible. Please get in touch with Recruitment@edenfutures.org if you need any support.

Please bring all of your documents

When you're invited to interview, you may be asked to bring certain documents with you to prove your identity and right to work in the UK. You will also be asked to complete a 'Pre-employment' pack. Please double-check that you've completed everything fully and bring this with you to your interview.

If you struggle with any of the paperwork, please let your interviewer know and we can provide support.



Facebook: www.facebook.com/EdenFutures
Instagram: www.instagram.com/edenfutures



Why Eden Futures is a great place to work!



What our staff say....

"There is a great sense of community and family within the team. We all support each other through all the challenges that we are faced with. We have fantastic people that we support to be independent and further their skills, which is extremely rewarding."

– Naomi

"Eden Futures is a company that delivers on its values. It follows through on the support it promises, ensuring that each individual can reach their own full potential. You have a true sense of belonging."

– Scott

"I truly believe in the values embedded in Eden Futures and feel there is a great work culture here. I also love that everyone here also lives the values, which shows what an amazing overall team we have in this company!" – Misty

 **Eden
Futures**
Step into your future

At Eden Futures, we're a community committed to creating a culture of learning and development.

We're partnering with Paragon Skills as our apprenticeship provider, offering a wide range of apprenticeships across all areas of our business.

 **Eden
Evolve**
Leading the way



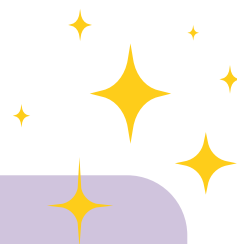
Wellbeing

Everyone's wellbeing is important to us. We have a monthly health and wellbeing magazine called 'Eden Together' with valuable online resources for everyone. You can find our Wellbeing page here: www.edenfutures.org/wellbeing

We have created our own leadership programme for our existing and aspiring leaders!

Celebrating success and staff recognition

We value our staff, which is why we have our 'Shining Stars' programme, which recognises outstanding employees or teams who have our values and show individual achievement, contribution and performance beyond their day-to-day jobs. The monthly winner is selected by our Eden Executive Team. As well as our monthly Shining Stars Winners, our Expert Partners chose their favourite nomination from a shortlist and have awarded their 'Expert Partners Pick'. We also have 'Special Mentions' for those who've had strong nominations in the month.





Good luck
with your interview!

