

APPLICANT INFORMATION & STAFF BENEFITS



INTRODUCTION

Since 1993 we have grown from a small charity into the UK's largest dedicated fostering charity and one of the UK's biggest 500 charities in terms of income. From the start we have strived to offer excellent care for all the children entrusted to us and to effect positive change in the wider care system. We have also sought to innovate in order to improve the experience of children and young people in the care system and to transform outcomes.

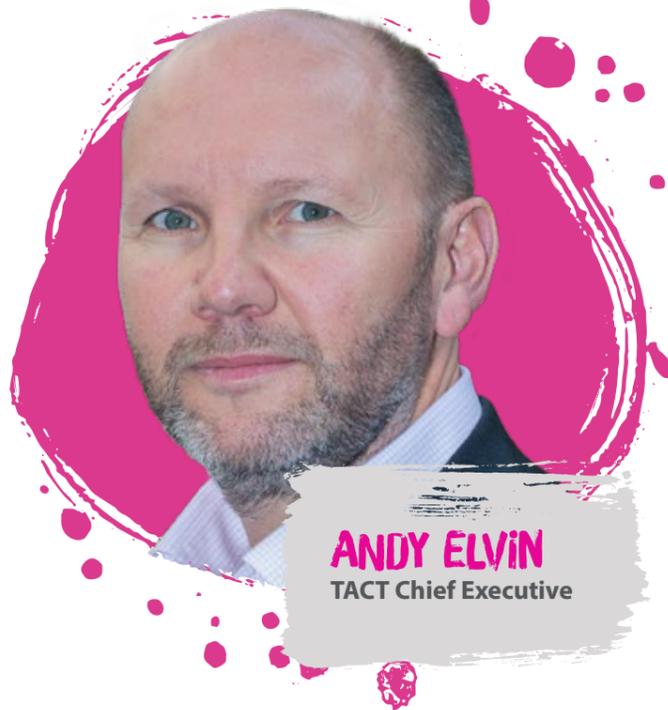
TACT has continued to undertake a wide range of innovative work across the UK. We have recently added an education service to improve educational outcomes for our children and this is proving to be both a much-needed resource and a great success.

We have also launched TACT Connect, initially with support from the Rank Foundation and now with a significant four-year Lottery grant. TACT Connect recognises that parenting never stops and we aim to stay in touch with all of the children we have cared for so that we can celebrate their successes and offer support when required. TACT Connect is a wholly unique service in the sector. We aim to remain at the leading edge of improving the UK care system.

Over the past few years, we have transformed our approach to fostering recruitment and saw an 11% increase in enquiries about becoming a foster carer in 2020

Underpinning all of this vital work across England, Scotland and Wales are our excellent staff and, of course, our amazing and inspirational foster carers. They are caring for children and young people who are vulnerable, but also full of hopes, dreams, potential and joy. Good foster families provide safe and stable homes and help children fulfil their potential and enable them to lead happy and successful lives.

I hope that you will be interested in joining our Charity.



ANDY ELVIN
TACT Chief Executive

OUR VALUES



ASPIRATIONAL

By helping others to grow, we grow ourselves.



PASSIONATE

We are determined to keep improving what we do. We will ambitiously pursue the best outcomes for everyone we work with and strive for excellence in all we do.



CUSTOMER FOCUSED

We shall listen and respond to the people we work with, children and young people, their birth families, carers, our staff, our supporters and local authorities.



FAIR AND EQUITABLE

We will be open and transparent, communicating what we do and why we do it, based on equality and respect for all.



BEYOND PROFIT

Reinvesting our resources into services for our carers and improving outcomes for children and young people.

BETTER LIVES FOR OUR CHILDREN AND YOUNG PEOPLE

KEY STRATEGIC AIMS

- **Our services** – provide and develop a diversified and innovative range of services to children and young people who are on the edge of care, in care or leaving care.
- **Thought leadership** – position ourselves as a 'go to' organisation for best practice and develop our reach within the sector to improve outcomes and services for young people.
- **Our children and young people** – supporting and enabling children and young people so that they can recover from trauma and go on to develop their confidence, well-being and skills and achieve their ambitions.
- **Participation and consultation** – engaging with young people, carers, our staff and other stakeholders so that their views and aspirations help to shape, deliver and improve services.
- **Consistently outstanding** – investing in our staff, carers and partnerships, always striving for excellence.
- **Our sustainability** – maintain a robust and sustainable financial and governance model while allowing for growth and development.

ABOUT US

TACT (The Adolescent and Children's Trust) is the UK's largest dedicated fostering charity. Established for 25 years, we currently have over 500 foster carers providing loving homes for over 600 children and young people.

As a charity everything we do is for the benefit of children in care and on the fringes of care. We are beyond profit, which means that all surplus income is invested back into our services to ensure our carers and the children in our care receive the best possible support. We also regularly campaign on behalf of vulnerable children, seeking to influence public policy and argue for positive changes.



OUR APPROACH TO CARE



OUR FOSTERING SERVICES

Our core work involves providing high quality and well supported foster families for children and young people in the care of local authorities. We passionately believe that all children deserve to live in loving, safe and stable homes. Our team of highly experienced and dedicated staff provide support to foster carers and children 24 hours a day, 7 days a week.

Working in partnership with local authorities across England, Wales and Scotland, we are dedicated to providing creative, effective and outcome-focused services.

As a charity working in a competitive marketplace within the fostering arena, we are in a unique position as our surplus income and fundraising

provides additional training, services, support and activities that benefit our children and foster carers. As an example of this, we have employed extra support staff, such as a play therapist, to support our fostering teams.

We provide regular opportunities for children and foster carers to meet and share experiences, through activity weekends and carers' support groups.

We are proud of our achievements to date and are committed to continually growing and improving as an organisation and to working tirelessly to help our children and young people to achieve their dreams and aspirations.

OUR EDUCATION SERVICE

In 2019 TACT launched a new Education Service that is accessible to our staff and foster carers, for the benefit of the young people in our care. Educational attainment for children in care is significantly lower than their non-looked after peers. Our Education Service aims to close this gap and ensure that the children in our care receive the best possible education.

TACT's Head of Education works with Virtual School Heads, as well as Supervising Social Workers, Local Authority Social Workers and schools, advocating solely for the child's interests and ensuring that the most appropriate resolution is found to the issue in question.

Issues that the Education Service work on include:

- Ensuring that every young person receives their educational entitlement
- Gaining school places for any child out of education
- Averting permanent exclusion
- Reducing the number of fixed term exclusions
- Monitoring Personal Education Plans, attainment and progress
- Supporting applications for special schools/EHC plans
- Gaining additional support for educational, social and emotional needs
- Liaising with the Heads of the Virtual Schools
- Promoting education in all its forms and offering on-going career's advice

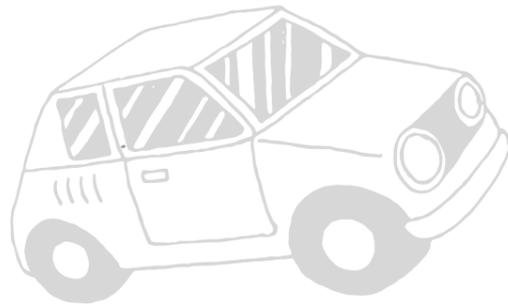
POLICY & CAMPAIGNING

As well as being a service provider, TACT campaigns on behalf of children in care across the UK.

We work with others in the sector and use our experience and expertise on fostering and adoption services to argue for policy change that will benefit young people, carers and adoptive families. We have good relations with politicians and senior civil servants and we write parliamentary briefings and departmental consultation responses on a range of issues impacting on the care system.

Recent policy and campaigning work includes:

- Campaigning for the abolition of profit making in Children's Services in Wales.
- Surveying TACT children, young people and foster carers to make sure that their voices were being fed into the Fostering Stocktake.
- Producing our manifesto, which outlines the top ten policies that TACT works for on a social policy and legislative level.
- Arranging for TACT children and young people to have an audience with the Minister for Children and Families – an excellent opportunity for them to share their views and influence policy development first hand.



TACT CONNECT

TACT Connect is an innovative program that provides our care experienced adults with access to a supportive community plus grants, practical support, information and guidance. We aim to be there to celebrate success as well as lend a helping hand when required.

At TACT we recognise that leaving care is a challenging time for young people, especially as many will not have the help of a supportive family network. As a young person in care they are surrounded by professionals dedicated to their welfare, TACT Connect aims to ensure that care experienced people will continue to be supported throughout their life by those who have had experiences similar to their own, as well as TACT.

TACT Connect has built an impressive network of care leavers that support and celebrate one another, while keeping in touch with TACT. The program offers young people the chance to meet other care experienced people, learn and access new skills and get support in reaching their aspirations. By becoming a member, care leavers receive newsletters packed full of helpful advice and shared experiences, plus invites to events, and the opportunity to be involved in shaping the scheme.

Since its launch in 2018, TACT Connect has made fantastic progress and ambitious plans are in place to grow and meet the needs identified by its members. Plans include regular regional events shaped entirely by members (the next being in Wales in November 2019), a money management workshop, the creation of an online portal for members and the recruitment of regional TACT Connect Advisors made up of care experienced people who organise activity in their local community and engage in research and campaigns.



STAFF BENEFITS

TACT recognises that a good employee wellbeing plan will enhance engagement, performance and retention of staff. It is more than simply aiming to reduce absenteeism, it is valuing our people to ensure the best standards of service. TACT offers employees a well-balanced set of terms and conditions, including generous holidays, flexible working, family friendly policies and a range of other wellbeing led benefits which are outlined here. Our aim is to ensure our employees are able to maintain good work life balance and fulfil their potential, leading happy, healthy and successful lives, this in turn leads to us ensuring that our carers, and the children in our care, are fully enabled and supported to do the same.

We work with our staff to develop our employment practices, benefits and rewards. As part of our drive to make TACT a great place to work, we are pleased to offer you the following range of benefits:

HOLIDAYS

We enjoy generous holidays at TACT. All staff receive 31 days annual leave each year and also the eight recognised public holidays (in England) [pro-rata if part-time]. For every five years continuous service (five full holiday years need to be completed – January to December), staff will receive one days extra leave per annum, providing that the maximum will be 35 days leave in total, irrespective of length of service.

STAKEHOLDER PENSION SCHEME

From the date you start working for TACT, you are automatically enrolled, via a salary sacrifice scheme, into the TACT stakeholder pension scheme, currently through Scottish Widows, at a minimum 4% of basic salary. You may opt-out of the scheme. TACT will contribute up to five percent of your annual salary on a matched basis. You can, of course, pay higher than five percent to secure yourself a better pension. London Weighting and other allowances are not counted as part of your salary in relation to pensions. You are able to contribute to your pension via salary sacrifice if you wish.

DEATH IN SERVICE SCHEME

Death in Service cover is provided at a flat rate of £137,500. Further information is available from HR.

SICK PAY

TACT has a generous company sick pay scheme for staff who are unable to attend work due to unavoidable sickness absence and who follow the set down notification and certification procedure. We also have access to Occupational Health Advisers who provide expert medical opinions.

LOYALTY AWARD

TACT values the commitment, experience and loyalty of those that have worked and made their career within the organisation. In recognition of this, a one-off payment of £500 will be paid to an employee on completion of ten years continuous service and, thereafter, £500 for every five years continuous service completed.

GROUP INCOME PROTECTION

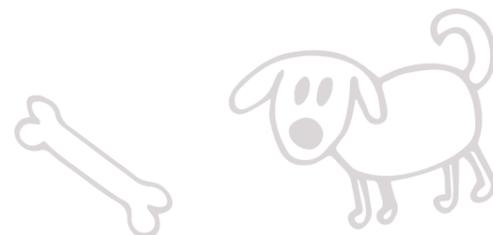
This is available to all permanent full-time and part-time employees aged 18 or above who join the company prior to their 63rd birthday once they have completed two years service, subject to satisfying the terms and conditions of the policy. Group Income protection insurance is a benefit which provides an income after 13 weeks continuous absence from work due to accident or illness, subject to acceptance of a claim. The income is up to 75% of basic salary (including London Weighting where applicable) less an amount equal to State Invalidity Benefit. The income during a qualifying claim will be paid for a maximum of 24 monthly payments or until the employee is able to return to work, until they reach retirement age of 65 or until death – which ever occurs first.

DENTAL SCHEME

After successfully completing the six month probationary period, you will be entitled to join the dental scheme. If you wish to join this scheme, you will have to pay the full cost for yourself and partners/dependants.

EYE CARE

TACT will contribute £20 to the cost of an eye test for the use of display screen equipment and up to £55 towards the cost of spectacles upon receipt of confirmation that they are required for display screen use.



OUT-OF-HOURS ALLOWANCE

All social work staff will be required to work on the out of hours duty rota and an allowance is paid in recognition of this.

SEASON TICKET LOAN

To help members of staff pay for their travel to work, they can apply for an interest-free loan. Employees on contracts of employment of one year or more will be eligible, subject to passing TACT's six months probationary period, to apply for an interest-free loan. The Sunday Times Best 100 Companies to Work for TACT has successfully been named as one of the Sunday Times Best Company to work for in 2010, 2011, 2012, 2013, 2015, 2017 and 2018, in the top 100 small companies category. We are very proud of this achievement year on year as it illustrates the commitment, loyalty and hard work of everyone in the organisation.

SABBATICALS

12-week sabbaticals will be offered to staff with ten years or more continuous service. The timing of the sabbatical will be mutually agreed between the line manager and the employee. Notice of intention to take a sabbatical should be requested in writing at least six months before the intended start of the sabbatical. An employee will be required to take five days of their annual leave entitlement (pro-rata if part-time) at the start of their sabbatical leave period. TACT will pay half salary for the remaining 11 weeks of the absence.

EMPLOYEE ASSISTANCE PROGRAMME (EAP)

TACT offers a non-contributory employee assistance programme. You can speak to a qualified adviser on any topic that's bothering you; work, family crises, personal life, illness, managing money, retirement issues and personal crises. You have access to friendly, unbiased, confidential advice whenever you need it. The service is completely free, independent and available to you and members of your immediate family 24 hours a day, 365 days a year.

COMPRESSED WORKING HOURS

To provide flexibility around working hours, it is possible for some admin staff to work compressed hours, in agreement with their line manager. This is achieved by working the extra seven hours into the nine working days. Staff are not encouraged to work through their lunch break in order to build up time. This arrangement is not available until staff have completed their probationary period. It is available for staff that work 21 hours or more per week.

WORKING FROM HOME

TACT is a homebased workforce. We recognise the benefits that flexible home working creates for both the employer and the employee but we also encourage staff to meet face to face for regular supervision and the social and wellbeing benefits of team working. Where roles involve meeting with carers and children and other agencies, the expectation is that employees will live within a reasonable travelling distance to carry out those duties. As a remote working organisation we are committed to work with our staff to enable consistent inclusion and engagement across the organisation to ensure the optimum standards of service for our carers and children.

BUSINESS TRAVELLING

If part of your job requires you to travel, you will be able to claim a mileage allowance, subject to certain limits or public transport costs. You will also be able to claim an allowance per mile if you use your bike for business travel.



STAFF BENEFITS

LEARNING DEVELOPMENT OPPORTUNITIES

One of the things we're proudest of as an employer is that many of our employees stay with us for the long-term and that we are able to fill many of our senior positions from within the charity.

TACT has an enviable record of delivering excellence in learning and development which includes:

- A strong culture of internal development and promotion.
- A wide range of internal and external courses.
- A structure of appraisals and reviews to enable personal development.
- Membership of Research in Practice with opportunities
- to attend their learning events and other benefits.
- Sponsorship towards a professional qualification, including day release.
- Paid subscription to a professional body.

FAMILY-FRIENDLY POLICIES

TACT provides a number of generous family-friendly policies that provide benefits that exceed the statutory requirements. These include:

- Maternity leave
- Parental leave
- Paternity leave
- Time-off for dependants

DISABILITY CONFIDENT EMPLOYER

TACT is registered with the Disability Confident Employer scheme and is constantly reviewing all policies and procedures to support inclusivity equality.

TACT is currently committed to:

- Ensuring our recruitment process is inclusive and accessible.
- Communicating and promoting vacancies.
- Offering an interview to disabled people.
- Anticipating and providing reasonable adjustments as required.
- Supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work.
- Undertaking at least one activity annually that will make a difference for disabled people.

SUPPORTING MENTAL HEALTH

TACT are proud to be accredited as Mindful Employer, which demonstrates our commitment to supporting the mental health and wellbeing of our employees.

We also have a trained Mental Health First Aider based within each of our teams, providing a point of contact for any employee who is experiencing a mental health issue or emotional distress.

As well as helping to raise awareness and reduce the stigma surrounding mental health issues, the Mental Health First Aider can provide employees with direct support, from having an initial conversation through to supporting the person to get appropriate help.

EQUAL OPPORTUNITIES

Our equal opportunities policy covers both employment and service provision. We aim to have a workforce that reflects the communities in which we work.

Before applying for a job with TACT, it's natural that you would want to have a really clear idea of what it is like to work for TACT. So, as well as telling you about our generous employment benefits package we've included some first hand comments from people who already work for us.

EMPLOYEE BENEFITS DISCOUNT SCHEME

All employees are able to access a wide range of discounts provided by over 400 retail outlets and service providers. As well as an on-going account with access to long term discounts on everyday items, extra special offers and freebies are also made available from time to time.

WELLBEING DAYS

TACT provides a cash contribution to a wellbeing team event for one day per year. Previous team activities have included ten pin bowling, pottery workshops and river cruises.

VOLUNTEERING

TACT's volunteering policy allows our employees to give back and support local communities as well as enriching the lives of those employees. Following successful completion of the probationary period, employees may be permitted to take up to three paid days leave per year to volunteer in local schools, community organisations etc.

MENOPAUSE POLICY

As part of our committed to having an inclusive culture and supportive working environment for all employees, TACT has a specific policy to support employees experiencing the menopause.

Recent research has shown that six out of ten women experiencing menopause symptoms report a negative impact on their work. Many employees suffer in silence and are too embarrassed to confide in colleagues at work due to age and gender related stigma around menopause and the belief that their competency will be judged in light of disclosing their condition.

TACT's Menopause Policy aims to ensure that employees experiencing menopause symptoms are confident in discussing the challenges that menopause brings and request reasonable adjustments if required.



EQUAL OPPORTUNITIES

TACT is fully committed to providing a harmonious working environment in which employees are able to maximise their full potential and to contribute to business success, irrespective of their age, gender, ethnic origin, race, disability, religious beliefs, sexual orientation or marital status.

TACT is committed to identifying and eliminating discriminatory practices, procedures and attitudes throughout the organisation. TACT believes that all employees are entitled to be treated with dignity and respect while at work and to treat others with dignity and respect also when representing the business in any capacity outside of the usual working environment.

TACT expects employees to support this commitment and to assist in all possible ways. Our Equal Opportunities policy aims to prevent discrimination, provide guidance to resolve any problem should it occur and prevent recurrence.

PREVENTING DISCRIMINATION IN EMPLOYMENT

TACT endeavours to ensure that no employee or job applicant is subject to unlawful discrimination, either directly or indirectly, on the grounds of gender, gender reassignment, race (including colour, nationality, caste and ethnic origin), disability, sexual orientation, marital status, pregnancy or maternity, part-time status, age, religion or belief, political belief or affiliation or trade union membership. This commitment applies to all the aspects of employment outlined below:

- Recruitment and selection, including advertisements, job descriptions, interview and selection procedures.
- Training for all staff involved in the recruitment of staff.
- Training for all staff to ensure employees are aware of the policy and practice.
- All training in which staff participate will actively take account of equal opportunities issues and address any discriminatory remarks of behaviour.
- Promotion and career development opportunities.
- Terms and conditions of employment, and access to employment-related benefits and facilities.
- Grievance handling and the application of disciplinary procedures.
- Selection for redundancy.

DISABILITY POLICY

Recruitment is carried out on the sole basis of the applicant's abilities and suitability for the job. A disability will not in itself justify the non-recruitment of an applicant. Reasonable adjustments to the application procedures will be made as required to ensure that applicants are not disadvantaged because of disability.

No applicant will be considered unsuitable for appointment or less suitable than another applicant unless full consideration has been given as to whether a reasonable adjustment can be made to overcome any effect of their disability upon suitability for the post.

When a disabled employee commences employment we will, in consultation with that employee, ensure that such reasonable adjustments are made as required to enable them to work safely and effectively and to secure equal access to the benefits of employment.

DIVERSITY POLICY

TACT actively encourages diversity to maximise achievement, creativity and good practice and bring benefit to individuals and communities. TACT encourages all people it works with and for to contribute to an environment in which people feel comfortable expressing how they feel and what they need, knowing they will be treated with respect and that their contribution will be valued.

The way we work, train and learn within TACT reflects both the mission and objectives of TACT and the spirit and intentions of legislation that outlaws discrimination and promotes equality and diversity.

TACT makes reasonable adjustments to working practices, equipment and premises and offers, where appropriate, additional support to trustees and employees to ensure they are able to take a full and active part in TACT's work. TACT also recognises that its ability to meet these diverse needs is enhanced by having a diverse workforce which generally reflects local populations in the area that it services and which has the skill, knowledge and understanding to achieve the service objectives. It commits itself to valuing diversity in its workforce and to developing and training employees to improve their ability to meet TACT's goals within an overall framework of equality.

TACT IS COMMITTED TO BE AN ORGANISATION THAT:

- Has a workforce generally reflecting the population it serves.
- Accepts that all have a right to their distinctive and diverse identities.
- Understands how valuing diversity can improve our ability to deliver better services to children and young people and so reduce disadvantages.
- Actively consults with staff, foster carers, young people and other stakeholders to ensure that the services, which are provided, are responsive and reflect the diversity of need.
- Provides a supportive, conducive environment where all employees have the opportunity to reach their full potential.
- Allows employees to challenge behaviour that de-values diversity and equality in a safe and constructive manner.

TACT believes that employees have an important part to play in making this happen and it requires every employee to recognise and discharge their own responsibility. It undertakes to listen to its foster carers, young people and customers and to involve them in the development of services, which recognise and value their diversity.

TACT uses its best endeavours to deliver services in a manner that genuinely recognises the role and benefits of an inclusive society that brings opportunities and access, not barriers, to individuals.

EMPLOYEES' RESPONSIBILITIES

All employees have the right to work in an environment which is free from any form of harassment. All employees have a responsibility to help ensure a working environment in which the dignity of employees is respected; employees must ensure their behaviour to colleagues, clients or and customers does not cause offence and could not in any way be considered to be harassment or victimisation.

EQUAL PAY

Men and women are entitled to be paid equally without any bias on the grounds of sex and that this right is set out in the Treaty of Rome and is enforceable under UK Law. All reasonable steps will be taken to ensure that male and female staff receive equal pay for the same work and for work rated as equivalent and for work of equal value.



DISCLOSURE POLICIES

TACT is committed to the fair treatment of its staff, potential staff, or users of its services, regardless of offending background. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.

For those positions where a DBS / PVG check is required, all application forms, job adverts and recruitment briefs will contain a statement that a DBS / PVG check will be requested in the event of the individual being offered the position.

ENGLAND AND WALES

As an organisation using the Disclosure and Barring Service (DBS) checking service to assess applicants' suitability for position of trust, TACT fully complies with the Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a DBS check on the basis of a conviction or other information revealed.

Where a DBS check is to form part of the recruitment process, we ask all applicants called for interview to provide details of their criminal record at an early stage by completing a criminal record self declaration form as part of the application process. We request that this information is sent under separate, confidential cover, to a designated person within TACT and we guarantee that this information will only be seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows TACT to ask questions about your entire criminal record, we only ask about 'unspent' convictions as defined in the Rehabilitation of Offenders Act 1974. This is the case for most of the positions in TACT such as Social Work, Child Resource Work, Administrative posts, Trustees and Panel Members.

At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

We make every subject of a DBS / PVG check aware of the existence of the Code of Practice and make a copy available on request. We undertake to discuss any matter revealed in a DBS / PVG check with the person seeking the position before withdrawing a conditional offer of employment.

SCOTLAND

The Code of Practice ("the Code") is published by Scottish Ministers under section 122 of Part V of The Police Act 1997 ("the 1997 Act"). The Code identifies obligations which registered bodies, counter signatories and other recipients of disclosure information issued under the 1997 Act and the Protection of Vulnerable Groups (Scotland) Act 2007 ("the 2007 Act").

We comply with the Code, the 1997 and 2007 Acts regarding the treatment of individuals who are subject to Disclosure Scotland checks. We undertake not to discriminate unfairly against the subject of a disclosure on the basis of conviction or other information revealed.

We will use a Disclosure Scotland check only where this is considered proportionate and relevant to the particular position or type of regulated work. This will be based on a thorough risk assessment of the position or work and having considered the relevant legislation which determines whether or not a Standard or Enhanced Disclosure under the 1997 Act or a Scheme Record under the 2007 Act is applicable.

STAFF COMMENTS

The best people to tell you what working for TACT is really like are our staff. Here's what some of them have to say:



"I AM REALLY HAPPY WITH SUPERVISION SESSIONS AND FIND THEM VERY SUPPORTIVE."

"THE PERFORMANCE REVIEWS ARE BRILLIANT. YOU GET TO KNOW HOW YOU ARE GETTING ON AND HOW TO IMPROVE."

"I PARTICULARLY ENJOY WORKING FOR A NON-PROFIT ORGANISATION."

"I LOVE WORKING FOR THE BENEFIT OF CHILDREN IN CARE. I AM PROUD OF THE COMMITMENT, DEDICATION AND PROFESSIONALISM OF THE TEAM I MANAGE."

"TACT OFFERS EXCELLENT CONDITIONS AND FIRST CLASS QUALITY SUPPORT TO ITS FOSTER CARERS AND LOOKED AFTER CHILDREN AND YOUNG PEOPLE."

"THE CHARITABLE STATUS; WORKING TO GIVE CHILDREN BETTER LIVES; THE INSPIRATIONAL FOSTER CARERS; THERE IS A GENUINE DESIRE TO DO 'THE RIGHT THING.'"

"THE PEOPLE I WORK WITH MAKE COMING TO WORK A PLEASURE."

"I THINK THAT TACT IS A GOOD EQUAL OPPORTUNITIES EMPLOYER."



FIND OUT MORE

Please go to tactcare.org.uk/work-for-tact to see more information about working for TACT and details of our current vacancies.

Pre-employment checks:

Please note that at least two references covering the last three years will be requested, at least one will be a professional reference. A Disclosure & Barring Service check (England & Wales) or Disclosure Scotland / PVG check (Scotland) will be undertaken on your behalf.

If you have any questions please contact the HR Department HR@tactcare.org.uk



Registered Charity Numbers: England and Wales 1018963 | SC 039052

