



Prosperity CARE ACADEMY

— POWERED BY PROSPERITY CHILDRENS SERVICES —

Start your career – Change a life

CAREER PROSPECTUS



Prosperity
Children's Services

It is my pleasure to welcome you to the Prosperity Care Academy and, I hope, to the beginning of an exciting and rewarding career with Prosperity Children's Services.

At Prosperity, we believe that exceptional care starts with exceptional people. The relationships our colleagues build with children and young people can have a lasting impact on their lives, which is why investing in our people, their development and their future is so important to us.

The Prosperity Care Academy has been created to give you more than simply a job. It provides a clear pathway to build your knowledge, develop your skills, gain recognised qualifications and progress your career within children's care at Prosperity. Whether you are taking your first steps into the sector or joining us with experience and ambitions to progress into leadership, we want to help you achieve your full potential.

Just as the children and young people we support are all individuals, we recognise that our colleagues are too. We want people to bring their own personalities, strengths and experiences to Prosperity, while giving them the training, confidence and support they need to become outstanding practitioners and future leaders.

I am incredibly proud of the passionate and caring people who make up Prosperity Children's Services. As we continue to grow, I want us to create opportunities for our people to grow alongside us — from Residential Practitioner to Senior Practitioner, Deputy Manager, Registered Manager and beyond.

A career with Prosperity in children's care can be challenging, but it can also be incredibly rewarding. There are few careers where the difference you make can be felt so personally. Sometimes it is the smallest moments — a conversation, an achievement, a breakthrough or simply being there when a young person needs you — that can have the greatest impact.

Through the Prosperity Care Academy, we will invest in your potential, celebrate your achievements and support you as you build a career you can be proud of.

I look forward to welcoming you to Prosperity and seeing where your journey takes you.



Chief Executive Officer



Why the Academy?

Because this isn't just a job. It's the start of a career.

At Prosperity Children's Services, we know that great care starts with great people. That's why we created the Prosperity Care Academy — to give people a clear route into children's residential care and the opportunity to build a long-term, rewarding career with us.

You don't need to have your whole career mapped out when you join us. You might be taking your first steps into care, bringing experience from another sector, or already know that you want to become a future Registered Manager. Wherever you start, the Academy is designed to help you understand where you can go next and how we'll help you get there.

Through a combination of hands-on experience, professional qualifications, structured training, mentoring and leadership development, you'll build the skills and confidence you need as your career progresses.

The Academy is built around three simple principles:



LEARN

Develop the knowledge, qualifications and practical skills needed to provide exceptional care and support to children and young people.



GROW

Build your confidence through real experience, ongoing training, coaching and support from experienced colleagues and leaders.



PROGRESS

Turn your potential into opportunity with a visible career pathway from Residential Practitioner right the way through to Head Office Leadership.

And progression isn't a race. Your career should develop at the right pace for you. Whether your ambition is to become an exceptional practitioner or progress into senior leadership, we'll support you to build a career that plays to your strengths.

Your potential. Our investment. A career with purpose.

The Prosperity Care Academy is our commitment to investing in the people who invest so much of themselves in supporting our children and young people.

Because when our people grow, the quality of care we provide grows with them.

This is more than training. This is your pathway to a career with Prosperity.

The Importance of Residential Children's Care

More than care. A chance to change a life.

Children and young people living in residential care may have experienced significant change, disruption or adversity in their lives. What they need from the adults around them is more than practical care — they need safety, stability, consistency and positive relationships.

That's where our Residential Practitioners make a difference.

Residential children's care is about creating a home where young people can feel safe, valued and understood. It's about being there for the everyday moments as well as the difficult ones — celebrating achievements, providing reassurance, creating boundaries, building confidence and helping young people discover what they are capable of.

The everyday moments matter

Making a difference doesn't always mean making a grand gesture.

It can be helping a young person get ready for school when they're having a difficult morning. Sitting alongside them when they need someone to listen. Cooking dinner together. Celebrating an achievement they never thought possible. Supporting them through a setback and being there again the next day.

Over time, these everyday interactions help to build something incredibly important: trust.

And through trusted relationships, our practitioners can help young people develop resilience, independence and the confidence to look towards their future.



You can be part of their story

Working in residential care means having the opportunity to become a positive and consistent influence during an important period of a young person's life.

You won't always see the impact you've made immediately. Sometimes progress happens in small steps. But every positive interaction, every boundary held with compassion and every moment of encouragement can contribute towards something much bigger.

That is why the people we recruit matter so much.

We're looking for people who can listen, encourage, nurture, laugh, remain curious, provide stability and keep showing up — even when things are challenging.

You don't have to arrive knowing everything. Through the Prosperity Care Academy, we'll help you develop the professional knowledge and skills you need.

A career with real purpose

Few careers give you the opportunity to make such a personal difference while developing professionally yourself.

As you help young people to grow, achieve and move forward, we'll be investing in your development too.

Their future matters. So does yours.



The Impact You Can Make

Your work can change the direction of a young person's life.

At Prosperity Children's Services, our greatest impact doesn't come from buildings, policies or programmes. It comes from our people and the relationships they build with children and young people every day.

Through consistent, compassionate and therapeutic care, our teams create environments where young people can begin to feel safe, develop trust and make positive progress.

And we can see the difference this approach is making.

Creating Safer Outcomes

Through providing therapeutic placements and developing trusted relationships with young people, we have seen a significant reduction in physical interventions, missing-from-care episodes, causes for concern and incidents of self-harm.

Behind every reduction is a young person experiencing a safer, more stable environment — and colleagues who have taken the time to understand what may be happening beneath a behaviour.

More Time to Grow

We have also seen an increase in development sessions focused on key issues affecting individual young people.

These sessions create valuable opportunities for our teams to listen, understand and work alongside young people, helping them develop the skills and strategies they need to move forward.

It shifts the focus from simply responding to difficult moments to helping young people understand, develop and grow.



Impact Others Can See

The difference our colleagues make is also recognised by the people around the children we support.

We have seen an increase in compliments from other care providers, local authorities and parents and carers, recognising the care, commitment and positive outcomes delivered by our teams.

For us, that recognition matters because it reflects something much bigger — positive change in the lives of children and young people.

And you could be part of that impact.

A career in residential children's care gives you the opportunity to make a difference every single day.

You might help a young person regulate during a difficult moment. You might encourage them to return to education, help rebuild their confidence or simply become an adult they know they can rely on.

Not every success will be big or immediately visible. But together, those moments can transform a young person's experience of care.

At Prosperity, you won't just be starting a career. You'll be joining a team creating safer environments, stronger relationships and better futures for children and young people.

Your presence matters. Your relationships matter. Your impact matters.



Our Commitment to Your Career

We're not here to fill vacancies. We're here to build careers.

At Prosperity Children's Services, recruitment isn't simply about finding someone to fill an empty position.

It's about finding people with the values, potential and passion to make a difference — and then investing in them so they can build a career they're proud of.

As Prosperity continues to grow, we want our people to grow with us.

That means creating genuine opportunities to learn, develop, gain qualifications, take on new responsibilities and progress through the organisation.

Your first role is just the beginning

You may join us as a Residential Practitioner, but that doesn't have to be where your journey ends.

Through the Prosperity Care Academy, you'll have a visible pathway for progression, supported by training, qualifications, practical experience and opportunities to develop your leadership skills.

For others, success may mean becoming an experienced and highly skilled practitioner who continues making an incredible difference directly with children and young people.

There is no single definition of progression. We want to help you discover where your strengths can take you.



Growing our own future leaders

We believe some of Prosperity's future leaders are the people joining us today.

By developing talent from within, we can create leaders who understand our children, our therapeutic approach, our values and, most importantly, what it means to work alongside young people every day.

That's why we want to recognise potential early and give people opportunities to build the skills and experience they need to take their next step when they're ready.

When you invest in children, we'll invest in you.

Working in children's care asks a lot of the people who choose it as their career. In return, we want to provide more than a payslip.

We want to provide development, opportunity, recognition and a future.

The Prosperity Care Academy represents that commitment.

We're not recruiting for the vacancy we have today.

We're developing the people who will shape Prosperity tomorrow.



Our Values

Our values are at the heart of everything we do at Prosperity Children's Services. They shape how we care for our young people, how we support one another and how we grow as an organisation.

Integrity, Compassion, Ambition and Resilience guide the decisions we make and the relationships we build every day. They aren't simply words on a page — they represent how we show up, how we work together and the standard of care we strive to provide.

As part of Prosperity, you'll play an important role in bringing these values to life and creating an environment where both young people and colleagues can thrive.



Integrity

Building trust by consistently doing the right thing, being honest, and maintaining high ethical standards in everything we do.



Compassion

Compassion isn't just a feeling, its about acting with consideration, care, empathy and relation understanding to guide our business decisions.



Resilience

Adapting our approach and showing perserverance in overcoming challenges for all those in care and for our business.



Ambition

Using innovation and a growth mindset to achieve the best possible outcomes, standards and goals for everyone. We will strive to be the best we can be.

Your Career Pathway

Your career with Prosperity can be just the beginning of something bigger. Through the Prosperity Care Academy, we provide a clear pathway from college into residential children's care, with opportunities to develop your skills, gain experience and progress into leadership. From Residential Practitioner to Registered Manager, Operations Manager and beyond, we'll support you at every stage — helping you turn your potential into a rewarding, long-term career.

Start your career. Grow with Prosperity. Change lives along the way.



From Surviving to Thriving

When this young person first came to us, we knew they had already experienced more than any young person should. They arrived with significant vulnerabilities and were considered at high risk of being exploited through county lines. They were surrounded by negative influences, struggled to trust adults and found it difficult to see a positive future for themselves.

Their choices and behaviours often reflected the environment they had been exposed to. As a staff team, we knew that simply telling them what not to do wasn't going to change their life. We needed to build a relationship first. We spent time getting to know them — their interests, their ambitions and, most importantly, what mattered to them. We listened without judgement and worked hard to create an environment where they felt safe, valued and able to talk openly.

There were difficult days, There were setbacks, challenging conversations and moments when we had to remain patient and consistent. We worked closely with the young person and the wider professional network to help them understand the risks around exploitation, recognise unhealthy relationships and develop safer ways of making decisions.

We celebrated every step forward, Going to appointments. Engaging with education. Making positive friendships. Taking responsibility for their choices. Learning practical life skills. Beginning to talk about their future. Over time, we saw a change. The young person who had once struggled to see beyond the next day began talking about their goals and what they wanted their life to look like. Their confidence grew, their independence developed and they began making choices based on what they wanted for their future, rather than what others expected of them.

Today, they are thriving in semi-independent living. They are developing their independence, making positive choices and building a future away from the risks that once surrounded them. As a member of staff, moments like this remind me why residential care matters. We don't always see the impact of our work immediately. Sometimes progress is one small step at a time. But when you see a young person move from simply surviving to thriving, you realise just how powerful consistent, compassionate care can be. You don't have to change the world for every young person but sometimes, you just need to be the person who believes they can change and show up for them everyday.



Leza - Registered Manager

What Employees Say...

"I don't work with children and young people because it's easy—I work in this sector because it matters.

At the heart of everything I do is a simple question:

**"Will this improve outcomes for children?"
If the answer is yes, it's worth doing."**

Jason Lewicki- Trainor Assessor

"Previous to working in prosperity I was a civil engineer for approximately 15 years. I took a leap starting a new career.

The welcome I received was phenomenal. I wasn't judged or treated any different to any other person.

The training I received was second to none, and within 2 years I have been promoted to a senior and a recognised member within the company.

I highly respect how the Senior Leadership Team engage with everyone and seem very respectful and appreciative of all of our efforts.

I have nothing but positivity towards the company."

**Rhys Passant
Senior Residential Support Worker**

One of the things I enjoy most about working here is the people and the sense of camaraderie.

There's a real feeling that we all look out for each other, especially when things get difficult or we're faced with challenging situations. You know there's always someone there to support you, and that makes such a difference.

I also really value the level of respect across the business. No matter what your role is, people are treated with respect and there's a genuine appreciation for what everyone brings from the team.

The combination of great people, support and respect makes this such a nice place to work and something I genuinely enjoy being part of.

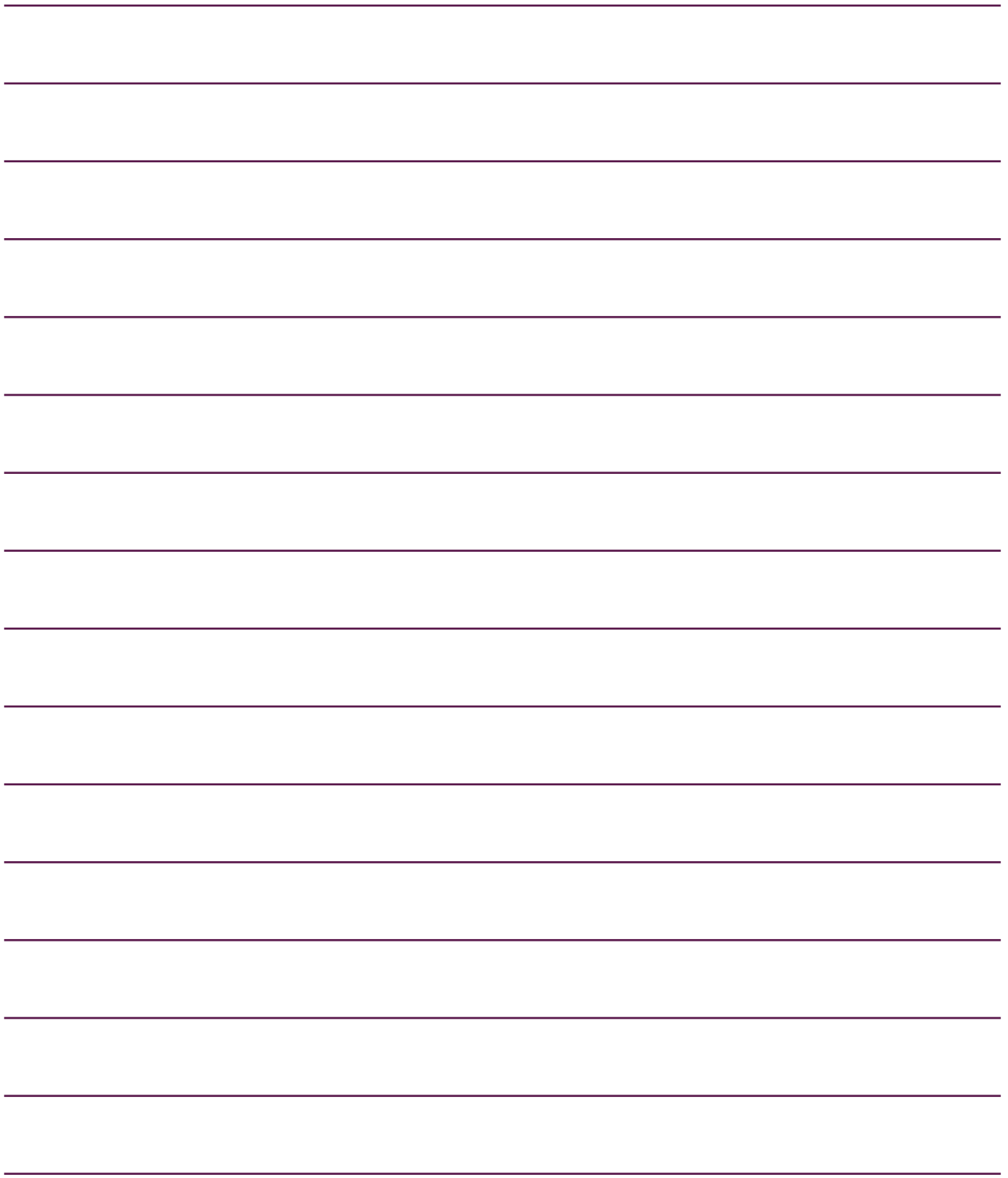
Imogen Bullough , Head of Finance

"Every day gives me the opportunity to make a positive difference in young people's lives. Building trusting relationships, supporting children through challenges, and celebrating their achievements is incredibly rewarding for me. I enjoy working as part of a dedicated team at Springwater and all my team members have shared their knowledge and expertise with me. I'm learning from the best!"

Nicola Greenwood - Children's Residential Support Worker

Notes...

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The head office of PCS is located at:

8 Mercury Rise
Altham Business Park
Accrington
Lancashire
BB5 5BY

Head Office contact number:
0330 088 0999