



**VINE SOCIAL**  
CARE AGENCY LTD



Crown  
Commercial  
Service

Vine Social Care Agency LTD  
RM6226 Permanent Recruitment 2 (PR2)  
Lot 1 Clinical General Recruitment





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## About Vine Social Care Agency

At Vine Social Care Agency, we specialise in providing high-quality care for our clients in the comfort of their own homes, supplying, experienced, qualified and vetted healthcare professionals not just locally, but throughout the UK, serving both the private sector, NHS and wider public sector.

### Skilled Staff

All of our care staff are highly trained, empathetic, passionate, understanding, and able to provide highly person-centred care. Each individual who applies is rigorously screened and scrutinised to ensure that they are suitable for the role. This includes; DBS checks, a full health declaration, full working history, and detailed reference checks and annual reviews with relevant registration bodies to ensure fitness to practice. This will enable us to identify the character, qualities, and capabilities of the staff. Our healthcare professionals come from a variety of cultures and backgrounds and are of varying experience and expertise.

### Our Values – The Seven c's

We have an extensive and painstaking recruitment process which enables us to hire nurses and healthcare staff who are not only equipped with the talent, skills and experience to better serve your clients, but who are also willing to stay up-to-date through the latest evidence-based training in healthcare. This, along with our broad-ranging placement network, helps us deliver safe and effective care, every single time.

Compassion



Care



Competent



Communication



Courage



Commitment



Choice





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## RM6229 Permanent Recruitment Solutions Services and Job Roles LOT 1: CLINICAL

As Healthcare Recruitment specialists, Vine Social Care are well placed to support you with any of the following services: -

### Core Modular Services

Modular Service
Candidate Identification and Attraction (Search)
Candidate Assessment and Evaluation
Offer and Appointment

### Non-Core Modular Services

Non-Core Modular Service
Strategy and Planning
Talent Development
Technology Service
Project PRO

The RM6629 framework agreement between CCS and Vine Social Care Agency covers the nationwide supply of recruitment services providing access to permanent, fixed-term and inward secondment candidates, both for individual requirements and volume campaigns across England, Scotland, Wales and Northern Ireland.

### Roles we deliver include :

<b>Nursing &amp; Midwifery</b>	<b>Allied Health Professionals</b>	<b>Emergency Services</b>
<b>Medical &amp; Dentistry</b>	<b>Health Science Services</b>	<b>Personal Social Services</b>





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## Campaign Recruitment

Working in partnership with your internal recruitment team, or managing the whole process, our contract mobilisation and campaign recruitment solution is designed for organisations looking to staff high volume projects within a defined time period.

Our teams can manage any, or all, of the following; job descriptions, advertising and candidate selection, candidate interviewing, referencing and eligibility checks, onboarding, workload scheduling and post-placement support. We have successfully delivered multiple mobilisation projects that have seen us provide a genuine end-to-end solution. By dealing with every aspect of the recruitment process, we create an efficient and cost-effective way for you to deliver these projects.



**DEDICATED ACCOUNT MANAGER** with health and social care experienced provided to all customers to develop EVP's and provide market insights & analytics to maximise candidate interest



**SOURCE candidates** using various methodologies including our database, print, social media, digital campaigns, job boards, recruitment events, NHS Careers, Linked in, events, Job Fairs. We adopt a Values Based Recruitment approach to identifying and attracting hard to fill and clinical roles based on individual values, behaviour and skill set.



**SCREEN relevant** candidates using a variety of VBR methods, structured interviews, multiple mini interviews, selection centres and Situational Judgement Tests. Our Compliance Manager undertakes employment checks in line with NHS Employer Standards and individual customer eligibility requirements prior to interview.



**PREPARE & PRESENT** all shortlisted candidates with information about the organisation's ethos, culture and objectives, including the selection and assessment processes, providing on-site assistance and managing the interview and offer administration process.



**ON-BOARD** candidates and maintain communication to effectively transition them in their new job, maintaining communication to ensure successful transition in to new roles.





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## KEY CONTACTS FOR LOT 1 CLINICAL

Key contact details are detailed below. Our experienced Consultants work collaboratively across the UK to deliver the best possible service to our clients and candidates.

### Supplier Framework Manager

**Name:** - Nyasha Maranga

**T:** 01252 542 783

**E:** [nyasha@vinesocialcare.com](mailto:nyasha@vinesocialcare.com)

### Supplier Authorised Representative

**Registered address:** 57 Lynchford Road, Farnborough, Hampshire

**T:** 01252 542 783

**Primary contact:** Cynthia Soko

**E:** [cynthia@vinesocialcare.com](mailto:cynthia@vinesocialcare.com)

### Supplier Compliance Officer

**Primary contact:** Weronika Pawlak

**T:** 01252 542 783

**E:** [weronika@vinesocialcare.com](mailto:weronika@vinesocialcare.com)

### Supplier Data Protection Officer

**Primary Contact:** Maria Ben

**T:** 01252 542 783

**E:** - [maria@vinesocialcare.com](mailto:maria@vinesocialcare.com)

### Supplier Marketing Contact

**Registered address:** 57 Lynchford Road, Farnborough, Hampshire

**T:** 01252 542 783

**Primary contact:** Sylwia Halman

**E:** - [sylwia@vinesocialcare.com](mailto:sylwia@vinesocialcare.com)





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## Modern Slavery

### Opening Statement from the Senior Management

Vine Social Care Agency Limited is committed to stopping acts of human trafficking and modern slavery taking place within its services and enforces the same standards on all its associations. The attributes of modern slavery include servitude, human trafficking, forced labour and slavery. Vine Social Care Agency Limited recognizes the impact of trafficking and slavery and as a socially responsible organisation, we are aware of our duties for eradicating such practices.

We are committed to acting with integrity and ethics in all our social care services and have developed effective controls and systems that safeguard against modern slavery occurring within our service chain.

### Structure of the Organisation

Vine Social Care Agency Limited (Company Number – 09797435) is a UK registered company located in Farnborough, Hampshire. It specializes in offering a wide range of home and healthcare services to a diverse range of individuals. Vine Social Care Agency Limited has policies and procedures for managing risks relating to modern slavery

### Due Diligence

As a part of our effort to fight modern slavery, Vine Social Care Agency Limited has employed an Anti-Slavery Policy. We ensure that all our clients and our team are fully aware of the policies and adhere to the highest standards.

### Policies

Our agency has adopted several procedures to monitor and minimize the risks of human trafficking and slavery within its service chains. These help us review our services and incorporate the best practices that enable us to:

- \* Monitor, Identify, and Assess Areas of Viable Risk in Our Service
- \* Provide Sufficient Protection to Whistleblowers
- \* Reduce the Risk of Human Trafficking and Slavery That Might Exist in Our Chain of Service

Training Vine Social Care Agency Limited invests in educating its entire staff and procures teams to identify the risks of human trafficking and modern slavery in our service. Our training sessions and communicative channels are focused on encouraging the staff to locate and report any breaches in the agency's Anti-Slavery Policy. Employees are educated on the benefits of the measures taken to restrict human trafficking and slavery. There are specific consequences that come from being unable to eradicate human trafficking and slavery from our service.

A link to our policy can be found here: - <https://www.vinesocialcare.co.uk/modern-slaverystatement-hampshire>





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## Equality and Diversity

Vine Social Care Agency are a Disability Confident Employer whose services comply with the Equality Act 2010 & Gender Recognition Act 2004. We have a diverse workforce who receive training in induction and annually in line with legislation, best practice and our Equality and Diversity policy. We develop bespoke approaches to Customer requirements and publish equal opportunities statements when conducting advertising and search activities. We use inclusive language, select appropriate media channels to advertise, allowing sufficient time to attract diverse candidates. Our Internal Diversity and Inclusion plans and business objectives ensure we recruit and nurture talent from all walks of life.

We provide candidates with information about roles and selection process to ensure anyone is able to apply. Selection processes are objective, impartial & applied consistently to ensure no bias in assessment, using “blank” processes to eliminate personal information, e.g. name blank sifting, using AI software tools. We ensure candidates are able to request adjustments for example, to allow more time for tests/interview and promote flexible working.

We complete diversity reports at each stage of the recruitment process.

