

Background and Additional Information



Home-Start Lorn
15 Lochside Street
Oban
PA34 4HP

Telephone: 01631 566749

Website: www.homestartlorn.org.uk

Facebook: home-start lorn Twitter: @homestartlorn

Home-Start Lorn is a small, local charity, which has been supporting families with young children from diverse communities since 1988. The **strategic goal** we work towards is that:

Every family has the support they need, to give their children the best possible start in life, so they are able to take up and benefit from the opportunities available to them.

The **core activity** is for volunteers, supported by staff, to visit families with children under 5 at home. They provide emotional and practical support, and work towards goals agreed with the family. We also offer information on and referrals to other agencies, family outings, regular family groups, as well as peer support and training for our volunteers.

The staff team consists of a Manager, 2x Co-ordinators, A Financial Officer and an Administrator.

The work is funded by Trusts, Foundations and donations.

The scheme is part of the Home-Start UK network, which provides us with quality assurance standards, policies and opportunities to share good practice and new service developments.

Entitlements –

Annual Leave: Up to 5 years' service – 23 days annual leave plus 10 statutory days
After 5 years' service – 28 days annual leave plus 10 statutory days
After 10 years' service – 31 days annual leave plus 10 statutory days

Sickness:

Length of Service	Entitlement
During 1 st year of service	1 months' full pay
After completing 4 months' service	2 months' half pay (in addition to 1 months' pay above)
2 nd year of service	2 months' full pay, 2 months' half pay
3 rd year of service	4 months' full pay, 4 months' half pay
4 th & 5 th year of service	5 months' full pay 5 months' half pay
After 5 years' service	6 months' full pay, 6 months' half pay

Pension: HSL is a member of a Group Pension Scheme upon commencement of employment staff are automatically enrolled, with a contribution of 5% from HSL and a minimum contribution from staff of 3%.