

A woman with long brown hair, wearing a blue surgical mask and a black t-shirt, is leaning over a wooden table. A man with short brown hair, wearing a black hoodie, is looking down at the table. They appear to be working together in a kitchen or food preparation area. The background shows kitchen cabinets, a microwave, and a blue tiled wall.

**henshaws**

*beyond expectations*

## **•working with us**

Supporting people with sight loss  
and a range of other disabilities to  
go beyond expectations.





## • who we are

**Henshaws is a Northern charity supporting people living with sight loss and a range of other disabilities to go beyond expectations.**

We believe that, wherever we are, everyone has the right to an independent and fulfilling life. Our support, advice and training enables people and their families to build skills, develop confidence, help each other and look forward to a more positive future.

At Henshaws we are devoted to making a difference to the lives of the people we support. Sometimes this can be the smallest of things, and other times something that adds a real wow-factor to a person's life. We see our work changing people's lives for the better every day.

Our services consist of a Specialist College for students aged 16-25, an Arts and Crafts Centre, Knowledge Village, Disability Support Services and Training and Services for Businesses. We have been in existence for over 180 years and employ over 400 staff across our services.

Knarborough • Harrogate

• Manchester





## • what we do

### Arts & Crafts, Knaresborough

As well as being a hub for the arts community, holding regular events and supporting local crafters, we provide vocational training for people with disabilities.



### Specialist College, Harrogate

Henshaws Specialist College in Harrogate is a transformational place. Through our personalised approach to education, learning and care we empower young people aged 16-25 living with a disability to progress and live life the way they want.



### Community Services, Manchester

Independence and friendship are at the heart of everything we do. We work with people of all ages, both children and adults, living with sight loss and a range of other disabilities. We aim to empower them to take steps to change their lives for the better.



“Working for Henshaws is very rewarding. Hearing the success stories of how we’ve had a positive impact on a service user, or how an individual or group have taken on a challenge to fundraise for us, always puts a smile on my face and makes my day.

Being visually impaired, I thought I knew a lot about visual impairment but working for a charity that supports visually impaired people has broadened my knowledge, and I have gained new perspectives on visual impairment.”

**Alice, Digital Marketing Officer**





## • our values



### **Informed**

Always aiming to increase knowledge through experience, expertise and history



### **Sharing**

Desire to exchange experiences and ideas with others



### **Compassionate**

Displaying empathy and understanding



### **Inspiring**

Through the life changing impact on the people we support



### **Proactive**

Actively helping and supporting individuals



### **Empowering**

Encouraging and supporting individuals to reach their full potential

## • our successes



#### **Ofsted 'Good' rating – key points included:**

'All staff work together to instil a culture of inclusiveness at the college, and they promote tolerance and respect very effectively.'



#### **'CQC 'Good' with Outstanding elements – here's what they had to say:**

'The service was well-managed and organised. Effective management systems were in place for managers to assess and monitor the quality of care provided to young people and drive continuous improvement. Managers and staff were highly motivated to develop the service and provide young people with the best care possible.'



# • your benefits



## **Annual leave**

7 weeks paid holiday per year, including two extra 'Henshaws' Bank Holidays (pro rata for part time staff).



## **Additional leave**

Opportunity to buy additional leave (for 52 week contracts).



## **Emergency domestic leave**

Up to 4 days a year for unforeseen emergency domestic situations.



## **Mindful Employer**

Commitment to actively support staff with their mental health and wellbeing.



## **Employee Assistance Programme**

A free range of financial, legal and wellbeing resources including 6 counselling sessions.



## **Disability Awareness Employer**

Demonstrating our commitment to equal opportunities.



## **Full training package**

Including vocational qualifications and CPD.



## **Career progression**

We actively recruit from within to promote career progression.



## **Long service rewards**

Rewards of up to £750.



## **Enhanced sick pay**

For up to six months.



## **Free eye test**

Annual free Specsavers eye test voucher.



## **Staff value awards**

Awards recognising staff who embody our staff values.





# • why work with us?

We are a caring and inclusive employer who promote your work life balance and wellbeing – **this is what our staff have to say:**



“If you are looking for a job with variety, then this is definitely for you. Working at Henshaws you get a real sense of comradery. It’s just one big, happy family”  
Jack, SEN Support Worker

“We work as a team to passionately support our art makers”  
Rufus, Centre Manager



“Being part of such a supportive, encouraging team and knowing that every single day with art makers and students will be different makes my working day a pleasure”  
Joy, Administrator

“I wanted to be a part of something bigger. I wanted to help others and have a positive impact on others and be the reason they smile. That’s why I chose Henshaws”  
Sophie, SEN Support Worker





## •join our team

### Get involved

There are lots of opportunities to fundraise for Henshaws, and we find that many of our staff love to get involved. From walking the Yorkshire three peaks, to playing our monthly lottery, joining in at our Beer Festival or doing 100's of Makaton signs. We encourage everyone to take part!



“

For me, fund raising for Henshaws is not just about the money. The joy is in introducing strangers to the Henshaws family, seeing them become inspired and then choosing to remain a part of it. I love that supporters can quickly see that the money they are giving is more than the sum of what it can buy. The real power behind every donation is how much it can help”.

**Kate, Community and Events Fundraiser**



## •living in our locations

**Manchester:** With employment on the rise, outside of London, Manchester is becoming one of the biggest employment hubs to work in with the likes of Media City. Manchester is popular for it's diverse culture, world-class football, legendary music scene and energetic nightlife. The Peak District is less than an hour drive away, so it's great for a day out in the countryside.

**Harrogate:** The Harrogate district benefits from vibrant and busy town centres packed with independent retailers, cafés, restaurants and bars. Easy access to nearby Yorkshire Dales Leeds and York, a vibrant shopping and dining scene, and a great choice of good schools make the Harrogate district an attractive place to live and work.

To find out how you can get involved with Henshaws  
visit [henshaws.org.uk](https://henshaws.org.uk) or call 0300 222 5555.

## **Our centres**

### **Henshaws Specialist College**

Bogs Lane, Harrogate, North Yorkshire, HG1 4ED.

T: 01423 886 451 E: [college.info@henshaws.org.uk](mailto:college.info@henshaws.org.uk)

### **Arts & Crafts Centre**

50 Bond End, Knaresborough, North Yorkshire, HG5 9AL.

T: 01423 541 888 E: [acc.admin@henshaws.org.uk](mailto:acc.admin@henshaws.org.uk)

### **Community Services**

Henshaws, 4A Washbrook House, Lancastrian Office Centre,  
Talbot Road, Stretford, Manchester, M32 0FP.

T: 0300 222 555 E: [info@henshaws.org.uk](mailto:info@henshaws.org.uk)