



# HALCYON

Health & Social Care

The UK's Premiere Independent  
Staffing & Recruitment Agency





# Who Are We?

We are very proud to be the UK's fastest growing Staffing & Recruitment Agency specialising in the Health & Social Care sector. We are multi-award-winning, and we have worked hard to earn our reputation by consistently exceeding, not just meeting, our clients' expectations.

We provide temporary and permanent placements, at all levels, across the broad spectrum of the sector, and boast a reputation second to none in the specialist areas of caring for adults & children with learning disabilities and complex needs. Because so many of our senior management team have first-hand experience, both personally and professionally, within this sector, we are confident that we are much better equipped to work with you than the majority of other agencies.

We know your frustrations and your challenges, because we have been there. Not only have we shared the management experiences you have, but many of us also have loved ones in care today. We genuinely care about our staff, our clients, and their residents. We share your passion. We know what an incredible job you do and how impactful staffing issues can be. We also know what a difference it makes for your residents to have a carer who genuinely cares and has the experience to provide the much-needed care that they deserve.

We're not just another agency; we pride ourselves on being strategic partners and building lasting friendships. We would very much like to speak with you, and to have the opportunity to prove ourselves to you!

**Serving England, South Wales & North Scotland, We Are The UK's Leading Staffing Agency For All Your Recruitment Needs.**

- ✓ Guarantee To Match or Better Other Agencies Terms
- ✓ Fully Insured, Compliant, and Consistent Staffing
- ✓ Experienced Local Staff Tailored To Meet Your Needs
- ✓ In-House Efficient and Reliable Out of Hours Service
- ✓ Free Replacement and 12 Month Rebate For 'Perms'



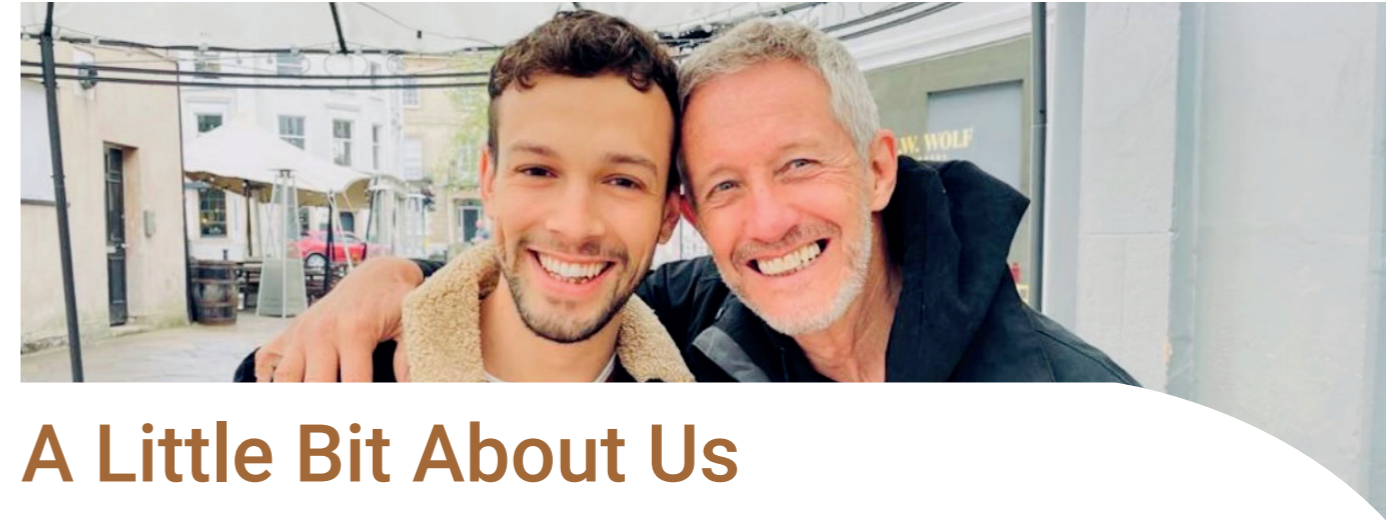
**2,300+**  
Care Workers Available



**99%**  
Client Satisfaction



**50+ Years**  
Business Experience



## A Little Bit About Us

Our Group Chairman, Keith Gardner, has a reputation and history as both a leading visionary and pioneer. His eldest son, James, is our award-winning Group CEO, and the dynamic driving force at the front-end of the business, alongside our joint Managing Directors, Tina Ewen, and, Rhys Ruck. In turn, they are supported by an impressive team in our Cheltenham head office, and an equally impressive team of regional directors in the field. Put simply, Keith had never been much impressed by recruitment agencies, and, James, who had worked

for many years at one of the world's largest agencies, found it frustrating working for a large, impersonal, corporate. So, they decided to join forces to create an agency, unlike any other, and to specialise in the Health & Social Care sector. They quickly head-hunted Tina and Rhys, and initially launched in the West Midlands. The growth that followed was incredible. They now employ hundreds of people locally, and have an enviable network of thousands of Support Workers, HCAs & Nurses, providing care throughout the UK.

## Our Values

**Integrity:** Demonstrating honesty, transparency, and ethical behaviour.

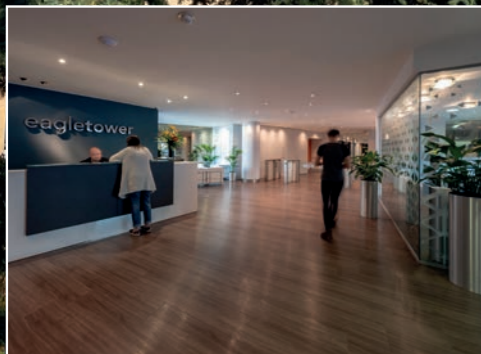
**Innovation:** Encouraging creativity, continuous improvement, and the development of new ideas.

**Collaboration:** Promoting teamwork, open communication, and cooperation across the organisation.

**Excellence:** Pursuing the highest quality service and performance.

**Passion:** Cultivating enthusiasm, dedication, and a strong work ethic.

**Knowledge:** To garner industry knowledge, and understand the needs of our clients & their residents.





## Why Work With Us?

Sadly, a number of rogue consultants and poor agencies have, over the years, tended to give the recruitment industry a bad name. Whilst we accept that there are exceptions to every rule, we are determined to rectify that problem, and restore your faith in human nature. So, with that firmly in mind, we ensured that we were very careful when we put our team together. Talent and experience alone was definitely not enough; we placed as much emphasis on personality, integrity, trust, and a genuine passion to help others ... and to be the very best.

Having assembled the core of the team, our focus then was to solicit feedback from previous clients, and to ask them candidly to tell us not only what they were disappointed or frustrated with when dealing with recruitment agencies, but also to share with us what they liked, and, more importantly, what they would ask for if they could wave a magic wand. You spoke. We listened. We took action. We launched.

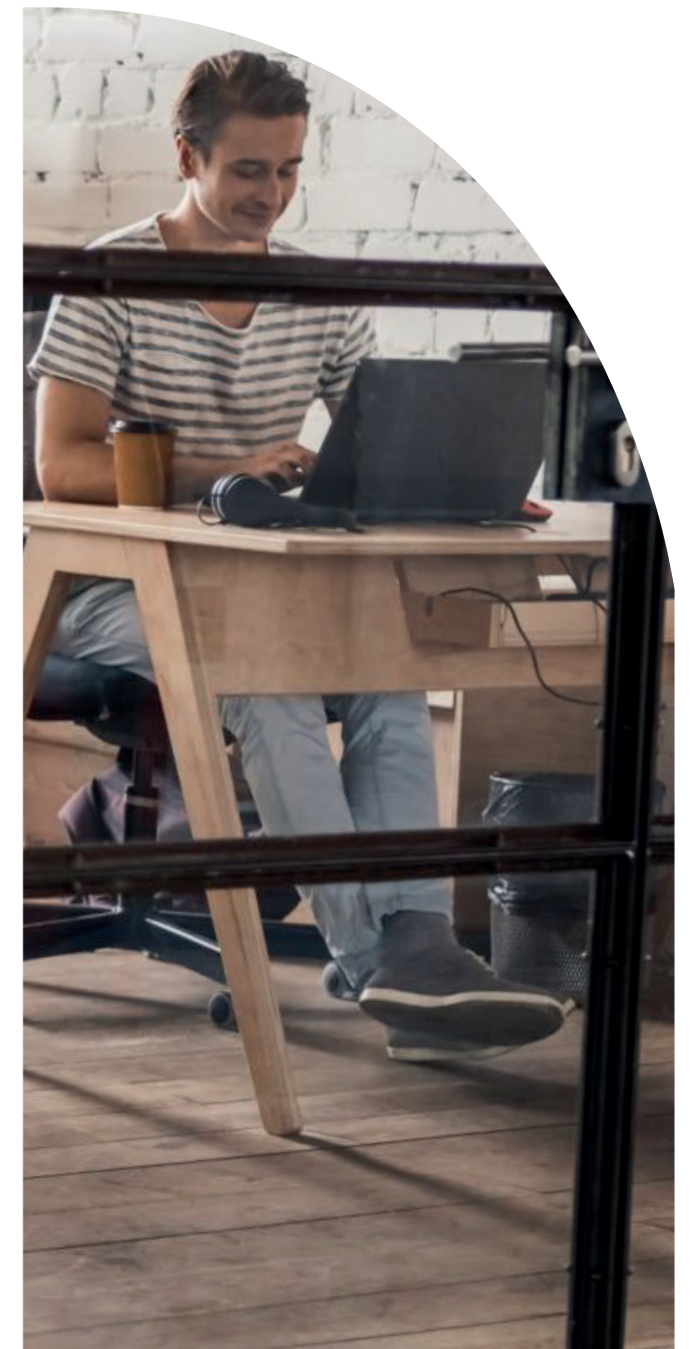
We know you want, and have every right to demand, a consistent supply of staff that actually have not only the right attitude, but also the precise skills to

professionally perform the duties you need. We also know that, whenever possible, you like to have exclusive use of your preferred candidates, and to block book them for future shifts.

Despite the fact that using recruitment agencies properly can be very cost-effective, we are well aware that it is still a big expense, especially in these difficult times, and that is why our competitively priced fees will not be bettered by anyone, and we offer extended billing terms.

You told us how frustrating it was when you needed to speak with someone, especially out of hours, who could help cover your latest shift problem, so our management team take it in turns to be on call every single day from six in the morning until eleven o'clock at night.

We also appreciate how frustrating it must be to feel that you have to deal with multiple agencies in order to get the cover and service you need, whether for temporary staff or permanent placements, in the multiple areas of your business, and that is why we have set out to be the only recruiting/staffing agency you will ever need to deal with. We fully appreciate that talk is cheap, but all we ask is that you please consider giving us a chance to show you how good we actually are.



# Geographical Areas Covered

At time of print. Please visit [www.halcyonhsc.com](http://www.halcyonhsc.com) and click BRANCHES for current list.

## COUNTIES

Kent  
Essex  
Hertfordshire  
Buckinghamshire  
Oxfordshire  
Gloucestershire  
Wiltshire  
Somerset  
Dorset  
Herefordshire  
Worcestershire  
West Midlands  
Cheshire  
Greater Manchester  
Lancashire  
Cumbria  
Highlands  
Grampian  
Surrey  
Shropshire  
Yorkshire

## LONDON BOROUGHES

Bromley  
Lewisham  
Greenwich  
Bexley  
Havering  
Barking & Dagenham  
Redbridge  
Newham  
Tower Hamlets  
Hackney  
Haringey  
Waltham Forest  
Islington  
Camden  
City of London  
Enfield  
Barnet

## OTHER TOWNS/CITIES

Newport  
Cardiff  
Swansea  
Southampton  
Bristol  
Bath  
Derby  
Birmingham  
Wigan  
Bolton  
Stockport  
Oldham  
Bury  
Rochdale  
Aberdeen  
Inverness  
Portsmouth  
Slough  
Leeds  
Hull  
Walton-on-Thames  
Epsom

# Agency Staff Recruitment

## How do we provide such an excellent service?

- All staff come with Enhanced DBS checks covering Adults' and / or Children's barred list
- Match carer's experience and/or skill sets to the needs of the client's residents.
- Fully referenced to our client's requirements
- Out of hours service manned by Halcyon staff
- One charge rate regardless of the shift booked
- Staff with service specific experience
- Consistent staff with the ability to block book
- All Mandatory training including Medication
- Interest-Free payment plan for 'Perm' fees
- Unique 12-month rebate/replacement 'Perm' scheme
- Exclusive and Unique 'Temp to Perm' arrangements

Before supplying a 'Care Provider' with staff, our specialist Consultants will conduct an assessment of your service requirements to ensure they expertly match the staff to the needs of the people you support. In addition to helping to cover your 'problem' shifts, our Regional Directors will gain an understanding of your regular needs, and, unlike other agencies, they will advise you on how you can reduce your agency spend, with us, by converting temporary agency staff to permanent placement positions at reduced rates.



# Halcyon Priority

Clients using us on a regular basis will be given exclusive VIP Priority membership, status, and, benefits

- Discounted fees for 'temp' & 'perm' placements
- Flat rate fee for all shifts inc nights & weekends
- Extended 'out of hours' emergency shift cover
- Quarterly service reviews & management info
- Interest-free payment plans & 12-month rebates



# Multi-Vacancy Campaigns

We have a proven track record in delivering multi vacancy campaigns typically at a Support Worker level for our clients. This can encompass multiple services across a wide geographical patch

- Creative Marketing Solutions and Video Production
- Job Specification Creation
- Job Advert Creation
- Flat Fees for Permanent Placements
- Social Media Marketing
- Co-ordination of Interview
- Management Information

# Don't Just Take Our Word For it...

“ Over the last 15 years I have worked with several agencies for my recruitment needs and can honestly say that Halcyon has provided me with the best service of them all. Rhys has demonstrated not only an exceptional level of professionalism, but has also taken the time to understand what I want as a client, and has provided me with only the highest quality of candidates. I can not recommend them enough.

**Tanya Humphries**

“ Halcyon have played an integral role in the establishment of our new care business. I have worked with James and his team on a number of projects and always found them to be extremely efficient, creative and professional. Halcyon are definitely one step ahead of the game and our go to provider of high quality staff, both on a temporary and permanent basis. Recruitment in the care sector can be a bit of a rollercoaster, and Halcyon have been an incredible asset to us. I would highly recommend!

**Colin Beard (Managing Director - Prosperity Care & Wellbeing)**

“ The Halcyon team are lovely people who treat their clients with an understanding that shows they are interested in what they want to do. I think the team are excellent recruiters. I have recommended friends and colleagues to them.

**Justine (Manager - Local Authority)**

“ My name is Shermaine Kelly. I am the manager for the Greenways and Gloucester outreach supported living services under Rehabilitation UK. We have been using Halcyon for over a year now and we are extremely pleased with the service they provide. Great communication and will go above and beyond to find us the right staff for the services we provide. Very reliable and professional. I would recommend them without a doubt. Pleasure working with them.

**Shermaine (Manager, Rehabilitation UK)**

“ Halcyon are the best recruiters I have ever met. They helped me find a job following my home relocation, and my ongoing working relationship with them has been excellent since then. They have been very easy to communicate with and only put me forward for roles suitable for me, taking into account my work experience, skills and availability. They have been very supportive throughout my employment, are excellent listeners and thorough professionals.

**Sylwia (Director - Domiciliary Care)**

“ I would have no hesitation in recommending Halcyon Health and Social Care to any organisation that is looking for a professional recruitment partner. Halcyon have recently supported us with the recruitment of a senior role within our organisation. Throughout the process, communication with the agency was effective and responsive. They took time to understand our requirements and were able to offer effective recruitment solutions. We look forward to continuing to work with Halcyon for any future requirements.

**Sharon (Senior Human Resources Manager, Ruskin Mill College)**

“ We have worked with Halcyon since they started up and have always found them to be friendly, approachable and keen to help. They are successful in filling shifts in advance and creative to help cover at short notice.

**Charlotte (Frontline Manager - MacIntyre)**

“ I was seeking to establish extremely high standards which naturally would stem from the quality of Staff. Both James and Rhys were extremely professional and got what I was seeking. This was reflected from day one in the high quality of candidates being introduced.

Quickly, I saw that I could work with them long term as they were extremely efficient and knowledgeable. Prior to Halcyon, I had dealt with three other consultants and just wasn't satisfied with the service or professionalism which made me explore other options to recruit staff. However, a chance introduction to Halcyon has now established a long-term relationship where we can go to for high-level management staff as and when required for our Homes.

**Ravi (MD, St Benedict's Care, Residential Children's Services)**

“ Halcyon are highly skilled and knowledgeable high quality recruiters. They invest a lot of time in developing an understanding of individual experiences and needs. They are very engaging and committed to sourcing the best opportunities and are very easy to communicate with. Halcyon are very professional in their approach. Their ability to link individual needs to organisational needs is exemplary, and I would highly recommend them for your recruitment requirements.

**Bridget (Children's Residential Service)**

# Regional Directors and Management







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