

Developing our workforce

Oberstown employs more than 270 staff to deliver a 24/7 service based on a model with the following elements: **C**are, **E**ducation, **H**ealthcare, work on **O**ffending Behaviour and **P**reparation for leaving (CEHOP). This approach was developed from legal requirements set out in section 158 of the [Children Act, 2001](#).

The staffing complement is made up of residential social care workers; night supervisor officers; unit managers, catering staff; household staff; maintenance, medical and administration staff. The Campus management team is comprised of a director and deputy directors for residential care, young people's care, risk and safety, HR and general operations.

Oberstown is continually developing its people, processes and capabilities in line with best international standards. We believe it is important to make sure opportunities for personal challenge, development and, where possible, career progression allow colleagues at Oberstown to realise their full potential. We provide access to learning, guidance and assistance to ensure employees are encouraged to increase their knowledge, skills and experience. This includes a 4-week induction programme, internal training programmes, mentoring and coaching, and external training. We are committed to the professional development of all colleagues who wish to pursue academic education in furtherance of their professional development within Oberstown.