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Twilight Recruitment

RM6229 Permanent Recruitment 2 (PR2) - Lot 1 Clinical General Recruitment



Regulated by





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Contents

- 3 [About Twilight Recruitment](#)
- 4 [Our Values & Goals](#)
- 5 [Recruitment Services & Job Roles](#)
- 6 [Recruitment Process](#)
- 7 [Key Contacts](#)
- 8 [Modern Slavery & Equality & Diversity](#)
- 9 [Social Value](#)



About Twilight Recruitment

Established in 2016, Twilight Recruitment's primary mission is to give the specific, most necessary care with passion, for you – our Client. We are CQC Regulated and currently supply healthcare staff across NHS, private sector, Neuen and Geometric International Results (GRI).

Our Culture

We have a daily commitment to our Core Values. They guide us to be our best, and they start with Compassion.

Compassion

It's how we care. Beyond the services we can offer, caring comes down to finding that human connection and reaching out with our true hearts to our patients and families.

Team Integrity

The ability to work together is strengthened when you are able to make decisions as a team and move forward as one. The strength of the team is built upon the power of everyone working with a single-minded determination to achieve the greater good.

Inclusion

We recognize the contributions of all of the members of our diverse workforce. Inclusion expresses our commitment to racial and cultural equality and to providing a work environment where everyone is comfortable bringing all of themselves to Twilight. When we include and embrace everyone's unique contributions, we all become stronger.

Trust

When you're talking about a healthcare leader, few values say as much as trust. We must earn the trust of our patients and families every single day, and we must trust each other to deliver our best.

Innovation

We believe that we live in a unique time for innovation in all aspects of our homecare business. In our business, we can bring greater efficiency and lower costs. Innovation is a fundamental element in how Twilight's care makes lives better and sets a new standard of excellence.

Compliance

We do our best to maintain Rules and Regulations within the Health and Social care sector. We are also regulated and are inspected by CQC for compliance.

To provide you with the best care, we recruit only the very highest calibre of nursing and healthcare professionals. Our comprehensive induction procedure helps us deliver the maximum level of care with passion.



Our Values

Support

Our main value is to support our Clients and always provide the care they need! AT Twilight, we aim to empower and enable our Clients to live a day-to-day quality life they desire, bringing out the best.

Commitment & Flexibility

We believe commitment is our strength and flexibility is just another added bonus to our services. We are open 24 hours, providing you with the care you require.

Professionalism & Care

We always hire only candidates who are thoroughly vetted and well trained to meet your needs. We provide our staff with continuous career development to maintain professionalism, compliance while updating ourselves to be in line with the regulations.

High Quality

Our consistency in providing the highest quality service makes us unique. We ensure this high standard is maintained by recruiting the best care and support staff and constantly monitoring their performance.

Our Goals

- We Provide Care with Passion
- And we provide CARE 365 days a year, 24 hours a day, ready to assist you in any aspect of your day you might need help with.
- Unforeseen circumstances can make the simplest of life's activities a challenge. When they arise, you want the security of being in your own home, where familiar surroundings allow you to maintain the lifestyle and sense of freedom you're accustomed to
- All our healthcare professionals have attained a high level of proficiency and training. They fully meet the quality standards set by CQC (Care Quality Commission). We are regulated by the Care Quality Commission



RM6229 PERMANENT RECRUITMENT SOLUTIONS SERVICES AND JOB ROLES

LOT 1: CLINICAL

As Healthcare Recruitment specialists, Twilight Recruitment 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 Services
Technology Services
Project RPO

The RM6629 framework agreement between CCS and Twilight Recruitment 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

Nursing & Midwifery	Community Services	Personal Social Services	Homecare
	Health Visitor		Residential and Day Care
	Nursing Services		
	Theatre		
Medical & Dentistry	General Practice		Social Work

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 transitions.

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

Primary contact: Rosemary Owen

E: info@twilightrecruitment.co.uk

T: 02476 996 404

Supplier Authorised Representative

**Registered address: 101 Lockhurst Lane Lockhurst Lane,
Coventry, CV6 5SF**

T: 02476 996 404

Primary contact: Kenneth and Rosemary Owen

E: info@twilightrecruitment.co.uk

Supplier Compliance Officer

**Registered address: 101 Lockhurst Lane Lockhurst Lane,
Coventry, CV6 5SF**

Primary contact: Rosemary Owen

T: 02476 996 404

E: - info@twilightrecruitment.co.uk

Supplier Data Protection Officer

T: 02476 996 404

Primary contact: Ken Owen

E: - info@twilightrecruitment.co.uk

Supplier Marketing Contact

Primary contact: Rosemary Owen

E: info@twilightrecruitment.co.uk

T: 02476 996 404



MODERN SLAVERY

We have a zero-tolerance approach to all forms of slavery and human trafficking within our business and supply chain. In line with the Modern Slavery Act 2015, we've set out the steps we are taking to identify and minimise modern slavery risk.

Our suite of internal and external policies set out our expectations and requirements. We monitor performance and take appropriate action where we believe suppliers, partners or colleagues do not meet our high standards.

Our people play a key role in mitigating risk within our business and supply chains, and we recognise that appropriate and targeted training is essential. We provide enhanced modern slavery and human rights training to all colleagues and promote awareness by publishing supplementary communications in support of key dates, such as Anti-Slavery Day.

EQUALITY & DIVERSITY

Twilight Recruitments 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.





SOCIAL VALUE

Twilight Recruitment operates a social value action plan on a national level with clear outputs, measurements, and targets. Our SVP includes core commitments such as being a real living wage employer, reducing our carbon footprint by 75% 2019 – 2024, multiple commitments regarding promoting equality and inclusivity in our operations as well as those of our partners, and initiatives to drive both economic and social well-being in all our delivery regions.

In addition to our national plan, we operate localised action plans aligned to current contracts and partnerships which includes several significant social value commitments. Some examples of activities include: -

Apprenticeships

Supporting Apprenticeships across Health and Social Care Roles



Setting targets to reduce our carbon footprint



Encouraging staff to undertake volunteer activities to support out local community