

Gowrie House – Creative recruitment in the care sector

Dorothy is a lone parent who wants to work, to be able to provide for her children. With no other family support available, she has found it difficult to find a job with hours during the school day. School holidays are another challenge due to childcare, so Dorothy would like a term-time role.

In 2022, the Lone Parents, Poverty & Work Initiative was launched to raise awareness of barriers to employment for lone parents. By encouraging the creation of lone parent-positive workplaces, we are enabling employers to become part of the solution to tackling child poverty in Fife. One such employer to do this successfully has been Gowrie House, a care home in Kirkcaldy.

Working with Fife Gingerbread and aware of the talent and skills that lone parents can offer, Gwyneth Christie, Manager, was happy to think creatively about the package she could offer to benefit both parties.

Having prior experience in the care sector, Dorothy was offered a domestic position. She could work between different locations on different jobs. Dorothy would work 18 hours per week but would be paid for 15, banking 3 hours per week to use during the school holidays.

Dorothy was delighted with the opportunity which has allowed her to re-enter the workplace, regain confidence, further develop skills, and more importantly, be able to continue the school run and spend quality time as a family during the holidays.

“I was given the chance of employment with the care home and I can honestly say it is the best thing I have done in a lot of years. The hours I work are perfect for dropping off and picking up the kids so they suit me and my children which is perfect. Also, I have gained more confidence and self-respect since starting” Dorothy, Fife Gingerbread Parent

Can you offer part-time, term-time hours during the school day to lone parents in Fife? Find out more about the Lone Parent, Poverty & Work Initiative [here](#) or contact Lyndsey Thomson, Project Coordinator at Lyndsey.thomson@fifegingerbread.org.uk