Job Description & Person Specification

Rose Road is a Southampton-based charity that since 1952 has been supporting children and young people with complex disabilities and care needs, and their families, from across Hampshire and surrounding areas. We provide overnight short respite breaks, on-site and community-based day services, flexible outreach support and at-home care, and SEN advice services.

To apply, go to www.roseroad.org.uk/jobs or scan the QR code

Role:	Minibus Driver – Bank Contract/Zero Hours
Responsible to:	Assistant Managers/Service Managers/Registered Manager
Hours:	Zero Hours
Location:	Southampton
Salary:	£12.71 per hour
Closing date:	12th October 2026

Job Description	
Summary:	We are looking for a reliable, caring and responsible minibus driver to join our charity and support the safe transportation of young people and adults. You will play an important role in helping young people and adults access our respite provision and provide transport services to and from schools, colleges and other provisions as well as outings in the community.

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Role specific tasks and responsibilities	Transporting young people and adults, from their schools or colleges and return journeys the following day. Provide safe and reliable transport for young people and adults during weekends and school holidays where required. To carry out vehicle safety and maintenance checks before and after each use, identifying any faults or damage and reporting faults promptly. To ensure vehicles are clean, tidy, safe and suitable. To demonstrate a commitment to the aims, values and beliefs of the association and uphold these. To ensure young people and adults are safely seated and secured into vehicles.
DBS check needed?	This role is subject to an Enhanced Disclosure by the Disclosure & Barring Service
Required qualifications	Current full clean driving licence obtained with a D1 entitlement (D1 if possible but not necessary).
Benefits	The Rose Road Association is an equal opportunities employer. All staff undergo regular Supervisions, wellbeing check ins and an annual appraisal. All staff also receive the following: • 25 days annual leave per annum, rising to 28 days after five years' continuous service for contracted staff. • Contributory pension scheme • Paid sickness (following 3 months' service) • Comprehensive Training and Development with opportunities to progress • Employee Assistance Programme

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Person Specification – what we need from you	
Essential	**Desirable**
Education and Training	
• Good understanding of road safety and safe transportation practices. • Willingness to undertake any additional education or training required for this role. • Current full clean driving licence.	• D1 entitlement. • MIDAS training.
Achievements, Experience, Skills & Abilities	
• Experience of maintaining a clean driving record. • Ability to provide a reliable and professional transport service. • Good organisational and time management skills. • Excellent driving and road-awareness skills.	• Experience of driving regularly and safely in different road and traffic conditions. • Experience of transporting passengers safely and responsibly. • Experience of carrying out basic vehicle safety checks.

Our Values & Expected Behaviours



Our focus is always on the children and young people we support, as well as their families, our employees and volunteers. Our Values are essential in providing a moral compass that guides actions and decisions, creating a shared culture, establishing trust, driving strategic direction, and infusing the organisation with meaning and purpose.

We are Trustworthy - We build trust with the children, young people, and families we support – as well as our partners - by being dependable, reliable, and accountable in all that we do.

We are Kind - We understand and value the unique needs of the people that we support.

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Providing care and support with compassion and empathy.

We are Open & Honest - We foster an honest and open-minded culture and are transparent in both our decision making and communication.

We are Forward Thinking - We are committed to providing the highest quality of care, constantly seeking new, collaborative, and creative ways to deliver our services– encouraging everyone to be ambitious and to achieve their goals.

We are Professional - Flexible and agile in our approach, we uphold the highest professional standards to meet the needs of our children, young people, and their families.

Working within our organisation's Values Framework – Expected Behaviour Level	
Our five values have clear descriptions and identified behaviours that demonstrate what they look like in practice. The behaviours are split into three levels which are intended to be relevant and consistent throughout various roles within Rose Road. Job Descriptions include the different levels of each behaviour required which should be demonstrated throughout recruitment processes and ongoing employment. Full details can be found at www.roseroad.org.uk/valuesframework (opens a PDF)	
We are Trustworthy	Behaviour Level 1
We are Kind	Behaviour Level 1
We are Open and Honest	Behaviour Level 1
We are Forward Thinking	Behaviour Level 1
We are Professional	Behaviour Level 1