



Creative Support Ltd

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Crisis Intervention Worker

Reference: 83360

Birmingham Crisis Café – Talking Space

Thank you for your interest in the above post, please find enclosed the specific role requirements and duties for this post. When completing the application form you may submit additional documentation however we cannot accept a CV as a completed application.

Closing Date: 09 June 2025

Once you have submitted or posted your application form allow **10 working days** after the closing date for a response. As we do not notify applicants of an unsuccessful application, if no response has been received within this time, please accept this as confirmation that your application has been unsuccessful. Unsuccessful applicants must wait 6 months before applying for a vacancy at Creative Support.

Please return the completed application form to Recruitment, Creative Support, Head Office, Wellington House, 131 Wellington Road, Stockport, SK1 3TS. Alternatively application forms completed by typing can be emailed to recruitment@creativesupport.co.uk.

Yours Faithfully,

Recruitment Department

All applicants are subject to enhanced DBS checks.



Crisis Intervention Worker

Birmingham Crisis Café – Talking Space

Hours: Full Time and Part Time positions available

Responsible to: Service Manager

The Role:

The Crisis Café, Talking Space has been set up to provide a safe place for people experiencing mental health or other social crises, in order to meet their needs and begin their recovery. This space will alleviate the demand on A&E departments offering a more suitable environment to de-escalate and recuperate. This unique role means you will be working closely with individuals who are experiencing episodes of psychological or emotional distress.

The main purpose of the role is to assist individuals through appropriate person centred interventions to be able to de-escalate their immediate crisis experience. Listening to individuals in a crisis will be a key aspect of your role and involves focusing, observing, understanding and responding with empathy, genuineness, respect, acceptance, non-judgment and sensitivity. Relevant specialist training will be offered in topics such as Suicide Prevention and Psychologically Informed Environments.

The Talking Space will operate out of our Northfield Hub, Thursday to Sunday from 6pm-11pm. A willingness to work flexibly according to the needs of the service is essential.

Main Responsibilities

- To support service users to create flexible and realistic crisis safety plans, offering guidance, reassurance and signposting to further services if and when they need them.
- To demonstrate understanding and empathy for service users; supporting individuals in a person-centred manner.
- To work in solution focussed manner in relation to problem solving and actively support the introduction of crisis intervention approaches.
- To research and maintain a good knowledge of the support available across the city from partner agencies, understanding how these may enhance individual's wellbeing and recovery; making referrals as appropriate.
- To work as part of a team of Crisis Intervention workers within the Talking Space environment, to demonstrate a good ability to work as part of a team, and have excellent interpersonal communication skills and abilities.
- To demonstrate the ability to deal effectively and calmly with challenging situations. To use motivational and intervention techniques to support service users to de-escalate crisis and achieve successful outcomes.
- To process new referrals to the Talking Space, carry out initial assessments and maintain accurate records as required.
- To respect the service user's right to privacy and to ensure that their dignity is maintained at all times.

- To help people develop self-management coping strategies and to increase knowledge of local resources, signposting or making referrals as required.
- To ensure that accurate electronic records are kept. To document all work undertaken in support of service users, their general progress, any concerns and any communication or liaison with other agencies.
- To respond quickly and appropriately to any safeguarding concerns in accordance with legal requirements and Creative Support's policies and procedures.
- To work within agreed risk management guidelines and to assist service users in reducing risks to themselves or others. To promptly report all concerns regarding risks to senior staff and relevant agencies.
- To provide activities on site that are engaging and of interest to those attending the Talking Space.
- To offer light refreshments and create a relaxed atmosphere.
- To notify your Line Manager of planned whereabouts and to submit accurate timesheets weekly.
- To accept regular support and supervision from your Line Manager.
- To carry out all work in a manner consistent with the aims of the service and the service principles adopted by Creative Support.
- To comply with legislation and Creative Support's Equal Opportunities Policy.
- To maintain confidentiality at all times, in accordance with both legislation and Creative Support's policies and procedures.
- To identify personal training needs in discussion with your Line Manager and to attend training events and courses as required.
- To observe any written policies, procedures and guidelines for good practice agreed by Creative Support.
- Any other reasonable duties as required.

PERSON SPECIFICATION – Crisis Intervention Worker
Birmingham Crisis Café - Talking Space

	QUALITIES REQUIRED	How Assessed	Essential or Desirable?
1	A minimum of 12 months experience of supporting individuals with mental health needs	Application	Essential
2	Ability to provide sympathetic, emotional and practical support to service users	Application /Interview	Essential
3	A common sense approach to problem solving and an ability to deal with conflict and distress	Interview	Essential
4	Ability to prioritise your own workload and manage time effectively	Interview	Essential
5	Ability to communicate effectively and clearly with service users/customers/staff and partner agencies both verbally and in writing	Interview	Essential
6	Good ICT skills with an ability to contribute to a record keeping system	Application /Interview	Essential
7	Ability to work as part of a team	Interview	Essential
8	Extensive knowledge of the local community you are working within	Interview	Essential
9	Ability to work without direct supervision with service users	Application /Interview	Essential
10	Possession of a current First Aid Certificate – Although full Training will be given	Application	Desirable
11	Understanding of Equal Opportunities legislation and policies adopted by Creative Support	Interview	Essential
12	Willingness to attend training and engage in continuous professional development	Interview	Essential
13	Willingness to work flexible hours according to needs of service users	Interview	Essential
14	Willing to participate in regular supervision with line manager	Interview	Essential
15	To have a clean driving license and access to a car	Application	Desirable

TERMS AND CONDITIONS – Crisis Intervention Worker

Birmingham Crisis Café - Talking Space

Pay Structure

Point One - £12.30 per hour

Point Two - £12.40 per hour

Bank Holidays

An enhancement is paid for working at Christmas and New Year. We do not pay enhancements for working evenings, weekends or any other public holiday.

Level 2 or 3 Health & Social Care Diploma:

All employees will be required to undertake and complete the Level 2 or 3 Health and Social Care Diploma in a pathway appropriate to their role. If you hold NVQ 2 or 3 in health and social care or equivalent you will of course not need to do the award again, but we may support you to undertake higher qualifications.

Hours of Work

Full time hours are 37.5 per week.

Disclosure Checks

All appointments will be subject to DBS enhanced disclosure and ISA checks.

Probationary Period

The first four months will constitute a probationary period. When this is successfully completed, employment will be confirmed.

Holidays

20 days plus 8 statutory days pro rata.

Part Time Work

Please note that annual leave and other entitlements are calculated on a pro-rata basis for employees working less than 37.5 hours.

Sickness Policy

Creative Support operates a discretionary company sick pay benefit scheme which is for the purposes of preventing hardship during times of serious illness. The eligibility criteria and conditions for payment of Company Sick Pay (inclusive of SSP) are shown in the Employee Handbook. You may be eligible for Company Sick Pay benefits subject to compliance with these criteria as follows:-

- Creative Support does not pay for the first three days of **any** sickness absence.
- First six months service - Not eligible for Company Sick Pay though you may be entitled to SSP.
- Six months to eighteen months service - Up to a maximum of four weeks at full pay.
- Twenty four months plus service - Up to a maximum of eight weeks at full pay followed by four weeks at half pay.

Part time employees will receive Company Sick Pay benefits as detailed above but pro rata to actual hours worked each week. Company Sick Pay benefits may be withdrawn or temporarily suspended where performance or attendance is unsatisfactory

Pension

Creative Support operates an auto-enrolment pension scheme with the People's Pension.

Life Assurance

All staff under Creative Support contract are entitled to free life assurance. This is a valuable benefit which provides a lump sum equal to two times annual salary.

Discretionary Benefits

Creative Support offers discretionary benefits in addition to statutory benefits. These include:

- Paid paternity leave
- Enhanced maternity leave
- Compassionate leave
- Carers leave up to 5 days per annum

Employee Counselling Service

All staff, their partners and service users of their household have access to an independent confidential, 24 hour telephone counselling service and to legal and financial advice. In addition, up to 6 sessions of face to face counselling can be obtained. This service is delivered by professionally qualified and supervised counsellors and is provided free of charge

Hospital Saturday Fund

All employees have access to a special scheme which enables use of the Hospital Saturday Fund on preferential rates. There is a choice of packages offering different levels of service. Service use is entirely voluntary.

Staff Benefits Scheme

As a service user of staff for Creative Support you will be entitled to access a range of on-line benefits for various activities and high street stores. Benefits include discounted prices and two for one offers at Theme Parks, Shops, Restaurants and various on-line stores

Networks:

The EDI Network and the LGBTQ+ Network are available to all our employees. The EDI Network advocates for our staff of colour whilst providing support and resources for employees who may face challenges related to diversity and inclusion. The LGBTQ+ Network promotes visibility and representation of LGBTQ+ individuals within the company.