

**Creative Support Ltd**

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**Team Leader****Reference: 86540****Morecambe Intensive Support Services**

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

**Closing Date: 09 September 2025**

Once you have submitted your application form allow *7 working days* after the closing date for a response. Please return the application form by email to [recruitment@creativesupport.co.uk](mailto:recruitment@creativesupport.co.uk) or by post to Recruitment, Creative Support, Head Office, Wellington House, 131 Wellington Road, Stockport, SK1 3TS.

We are very much looking forward to receiving a completed application from you.

Yours Faithfully

**Recruitment Department**



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## **JOB DESCRIPTION – Team Leader**

### **Morecambe Intensive Support Services**

**Hours:** 37.5 per week (flexible - will include some evenings, weekends, public holidays, according to the needs of the project, to be agreed with the line manager)

**Responsible To:** Project Manager/Unit Business Manager

#### **The Role:**

To work in partnership with the Project Manager to oversee the operational management of 5 flats and 1 bungalow in the Morecambe area. To ensure that the service provided is responsive to the needs and preferences of service users. To ensure that all contract requirements and expectations are fully met.

To manage and supervise a team of Senior Support workers and Support Workers ensuring good practice and the highest standards of care and support are maintained at all times.

To ensure that service users receive individualised person centred support which enables them to enjoy a fulfilling and valued life, to participate in the community and develop their skills/abilities. To ensure health, safety and well-being are paramount to practice.

To promote independence, choice, control and to support the service users to maintain good physical and mental wellbeing.

#### **The Service:**

There are 5 flats in total and 1 bungalow on the same site.

Each property provides a homely environment for each person to thrive and lead happy and fulfilled lifestyles. Each person has a bespoke package of support based on their personal needs.

#### **Staff Management, Supervision and Administration**

- 1.1 To deploy and co-ordinate a team of Senior Support workers and Support Workers as efficiently as possible in relation to the needs and preferences of service users and their Personal Support Plans.
- 1.2 To provide staff with personal support, coaching, informal/formal supervision and to undertake regular appraisals.
- 1.3 To ensure that staff training and development needs are identified and met and that all training undertaken is recorded.
- 1.4 To ensure that staff understand and are committed to the values and objectives of the service and Creative Support.

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- 1.5 To promote and nurture good practice and to coach staff regarding policy and practice issues.
- 1.6 To coach, train and supervise students on placements.
- 1.7 To organise the recruitment and selection of support staff, ensuring the involvement of service users.

### **Support of Service Users**

- 2.1 To assist the Manager and Registered Manager in responding to new referrals to the service, ensuring appropriate communications take place with referring agencies and potential service users and their families.
- 2.2 To undertake an assessment of a prospective tenants care and support needs and preferences, making recommendations with regard to the appropriateness and urgency of the referral. To participate in allocation panel meetings.
- 2.3 If required, ensuring that a full financial assessment of service users is carried out prior to their acceptance to the service.
- 2.4 To welcome new service users and their families to the service, to offer practical and emotional support in the process of moving in and to ensure that they are able to settle into their accommodation.
- 2.5 To maintain excellent communication with family members (as/when required) and significant others. To promote family involvement in the ongoing delivery of Personal Support Plans and activities. To work positively and collaboratively with families and carers in the delivery of support.
- 2.6 To agree an appropriate Personal Support Plan with each tenant, which takes account of their full ranges of needs, in conjunction with other agencies providing support. To ensure that these plans are regularly revised and updated and that case records are maintained in the required format.
- 2.7 To ensure all Support Plans are person centred and focus on individual strengths, wishes and aspirations of service users.
- 2.8 To support tenants to maintain personal and life skills and to work with them to establish a positive lifestyle and routine which includes social, leisure and recreational activities. To ensure that the activity programme is delivered as planned. To promote access to community resources as well as use of on-site activities.
- 2.9 To provide individual support in relation to counselling needs and to refer tenants for professional advice and counselling when the needs arise e.g. bereavement counselling.
- 2.10 To mediate between service users in the event of conflict and to ensure that good communications exist between service users.
- 2.11 To involve service users as fully as possible in decisions regarding their own support and the running of the service.

- 2.12 To ensure that personal care is provided in a way that protects individual dignity and respects choices and preferences.
- 2.13 To ensure that tenants have access to all primary and secondary health care services and to liaise effectively with healthcare professionals and agencies regarding the welfare and wellbeing of service users. To assist tenants in meeting their personal health care needs and maintaining a healthy diet and lifestyle through offering appropriate advice and support.
- 2.14 To advocate for service users in relation to other agencies and to ensure that they are able to access the services they need and that their rights and entitlements are respected. To refer to sources of external advocacy when required.
- 2.15 To liaise closely with the care manager and other members of the multi-disciplinary team with regard to the progress of service users.
- 2.16 To work positively with the local community and develop excellent links with key local groups.
- 2.17 To maintain effective administrative procedures and financial control systems in liaison with Registered Manager and the Finance Department.
- 2.18 To maintain excellent communication and effective partnership working with members of the multi-disciplinary team (MDT).
- 2.19 To assist in recording and investigating accidents and incidents within the service and to take appropriate follow up action.
- 2.20 To ensure that service users and families are aware of the Complaints Procedure and to assist in investigating and resolving complaints where appropriate.
- 2.21 To promote the safety and protection of vulnerable adults by ensuring that all safeguarding issues and concerns are reported promptly in accordance with Lancashire Council and Creative Support's Safeguarding Policies.
- 2.22 To help develop and participate in monitoring and evaluation procedures.
- 2.23 To assist in the formal review of the service at regular intervals. To collect and collate relevant statistical information including ethnic monitoring figures. To develop and participate in the evaluation of outcomes for the service users. To ensure that any quality assurance measures are implemented.

### Health and Safety

- 3.1 To be aware of and to implement Health & Safety regulations and procedures.
- 3.2 To ensure that all staff for whom the post holder is responsible, understand their responsibilities and are aware of any relevant policies and procedures with regard to health and safety. To ensure that all accidents, hazards and health and safety concerns are promptly reported.
- 3.3 To keep the first aid box well stocked and accessible. To act as the designated Senior First Aider for the Project, attending such training as is necessary to perform this role.

## Other

- 4.1 To provide regular verbal and written reports to line manager.
- 4.2 To accept regular support and supervision from line manager.
- 4.3 To carry out all work in a manner consistent with the aims and principles of Creative Support.
- 4.4 To comply with and to implement the Equal Opportunities Policy of Creative Support.
- 4.5 To maintain confidentiality at all times, in accordance with agreed policy
- 4.6 To identify own training needs in discussion with line manager and to attend training events and courses as required.
- 4.7 To observe any written policies, procedures and guidelines for good practice agreed by Creative Support.
- 4.8 All employees should be aware that due to the nature of work Creative Support undertakes there is a requirement to support service users with daily living skills and individual activities which will include moving and handling and may involve supporting people with personal care needs
- 4.9 In accordance with the Health and Social Care Act 2008, to actively participate in the prevention and control of infection within the capacity of the role.
- 4.10 Any other duties as required.

## PERSON SPECIFICATION – DEPUTY PROJECT MANAGER

### Morecambe Intensive Support Services

It is essential that candidates have at least two years' experience of one or more of the following:

1.
  - i) Working in support services for people who have intensive support needs/complex forensic needs and a learning disability
  - ii) Working in a community based setting

### Qualification

2. NVQ III/ IV or RMA qualification is **essential**.
3. Practice Teacher award and NVQ assessor qualification (D32/D33) is **desirable**

	QUALITIES REQUIRED	How Assessed	Essential / Desirable
1	Good interpersonal skills	Interview	Essential
2	Interviewing & assessment skills	Interview	Essential
3	Good verbal communication skills and ability to listen sensitively to others	Interview	Essential
4	Good written communication skills	Application Form	Essential
5	Knowledge of service provision for adults	Application & Interview	Essential
6	Ability to work in a confident and assertive way with others	Interview	Essential
7	Ability to work in a flexible way, adapting to changing circumstances	Interview	Essential
8	Ability to organise and prioritise own work	Interview	Essential
9	Ability to coach, develop and provide leadership to staff and students on placements	Application & Interview	Essential
10	Ability to promote good practice with regard to the care and support of service users	Application & Interview	Essential
11	Ability to promote good inter-agency working and to gain the confidence and respect of other professionals	Application & Interview	Essential
12	Ability to support staff, promote team cohesion and motivate others	Interview	Essential
13	Commitment to the aims and principles of Creative Support	Application & Interview	Essential
14	Understanding of the Equal Opportunities Policy adopted by Creative Support and the implications for the Project	Interview	Essential
15	Experience of networking and liaising with a wide range of care professionals and agencies	Application & Interview	Essential
16	Experience of co-ordinating a range of services to individuals	Application & Interview	Essential
17	Experience of drawing up duty rotas and deploying staff in accordance with assessed needs	Application & Interview	Desirable
18	Experience of enabling others to acquire skills and independence	Application & Interview	Essential
19	Experience of leading/ working in a team and in groups	Application & Interview	Essential
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	<b>QUALITIES REQUIRED CONTINUED</b>	<b>How Assessed</b>	<b>Essential / Desirable?</b>
<b>20</b>	Experience of dealing with conflict and difficult emotions	Interview	Essential
<b>21</b>	Experience of managing services, co-ordinating services and Supervising staff	Application & Interview	Essential
<b>22</b>	Warm, respectful and positive approach when working with service users	Interview	Essential
<b>23</b>	Willingness to work flexible hours according to the needs of the project by mutual agreement	Interview	Essential
<b>24</b>	Willingness to attend training courses and events	Interview	Essential
<b>25</b>	Willing to participate in regular supervision with line manager	Interview	Essential

## TERMS AND CONDITIONS – DEPUTY PROJECT MANAGER

### Morecambe Intensive Support Services

Salary:	Up to £14.10 per hour	
	Point One:	£13.81 per hour
	Point Two:	£14.10 per hour
<b>Please Note:</b>  <i>Our pay date is the 15th of each month (or the Friday before if this falls on a Saturday or Sunday). You will be paid in arrears for the previous 4/5 weeks, dependent on your starting date within the month. Starting pay points are allocated upon commencing the role based on criteria inclusive of experience, current specialism, salary and qualifications.</i>		

All waking nights attract an additional payment of £0.50ph for each night actually worked. This is paid to all staff who work nights whether on the basis of regular waking nights, periodic night duty, internal rotation or occasional night duty.

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.

#### Hours of Work:

Full time hours are 37.5 per week. To be worked flexibly on a rota which will include evenings, weekends and public holidays according to the needs of the service.

#### Disclosure Check:

All appointments will be subject to DBS enhanced disclosure checks.

#### Probationary Period:

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

#### Holidays:

25 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. We take a positive view of part-time work and will consider reasonable requests for part time hours for a minimum of 15 hours per week.

#### On-Call Rota:

Senior staff will be required to participate in an on-call rota for which appropriate payments will be made.

#### 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:-

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- 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 twenty four 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 who work 18.5 hours or more per week will receive Company Sick Pay benefits as detailed above but pro rata actual hours worked each week. Part time employees who work less than 18 hours per week will be eligible for a maximum of two weeks pro rata hours worked Company Sick Pay benefits per annum after 12 months service.

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:**

Currently set at two times basic annual salary. Staff become members of a non-contributory group life assurance scheme after six months of employment. This scheme provides a death in service benefit of two times annual salary. Participation in this scheme is subject to the rules of the scheme as amended from time to time. We reserve the right to discontinue, vary or amend the life assurance scheme at any time on reasonable notice to you.

#### **Discretionary Benefits:**

Creative Support offers all staff a range of discretionary benefits in addition to statutory benefits. These include:

- Paid paternity leave
- Enhanced maternity leave
- Compassionate leave
- Carers leave

#### **Hospital Saturday Fund:**

An easy and affordable way to help you spread the cost of healthcare such as dental, optical & physiotherapy.

#### **Annual Rail Ticket:**

Discounted annual rail season ticket plans available to employees through Northern Rail.

#### **Payroll Giving:**

Administered by Charities Trust: A tax efficient way of donating from your pay on a regular basis to any registered charities.

#### **WeCare Staff Awards:**

Recognising dedicated staff across the organisation with standard, silver and gold awards given out every 2 months

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**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.

**Employee Counselling Service:**

All staff, their partners and members 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.

**Travel Expenses:**

These will be paid in accordance with the organisation Travel Expenses policy, please contact the HR Department for a copy of this.

**Lease Cars/Car Allowance:**

A mileage allowance is payable for the use of employee's car on organisation business. The organisation will reimburse your costs incurred on organisation business on a monthly basis upon receipt of authorised claim forms. If you use a car on organisation business you will be required to have business use insurance. An employee's certificate of insurance must be made available for inspection on commencing employment.

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