

**Creative Support Ltd, Head Office**

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**Team Leader****Reference: 88041****Wythenshawe, South Manchester**

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: 22 October 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.

**All candidates are subjected to enhanced DBS checks**

## **JOB DESCRIPTION – TEAM LEADER**

### **Wythenshawe, South Manchester**

**Hours:** Full-Time hours - 37.5 hours per week

**Responsible To:** Service Manager

**Location:** South Manchester areas

The team leader will work in 2 of our services in South Manchester, and support a team of community workers and staff to provide high quality Recovery focused support. You will join an established senior team which meets monthly and be lined manager by the Service manager.

#### **The Role:**

- To directly lead the community team and be responsible for the line management of team members
- To operate as a leader across 3 sites and ensure effective running of services with the support of onsite seniors based in accommodation sites.
- To undertake within your duties direct support to service users.
- To provide person centered care and support to enable people with mental health needs to live as independently as possible and be part of their community.
- You will engage with service users and build trusting therapeutic relationships.
- To undertake assessments of new referrals and ensure robust review processes for those who live in services
- To work closely with other professionals and agencies to provide a coordinated personalised service which meets the identified needs of individuals, promotes their recovery and maintains their quality of life.
- To deputise for the Service Manager in relevant work areas when required. To provide staff supervision and management, undertaking initial assessments and liaising with other professionals and agencies.

#### **Main Duties:**

1. To develop and sustain warm and trusting relationships with service users.
2. To promote the self-esteem, happiness and emotional health of service users.
3. To respect the person's right to privacy and to ensure that their dignity is maintained at all times.
4. To encourage and support service users in expressing their needs, views and concerns. To enable service users make choices and decisions and to participate as fully as possible in planning and decision-making processes.
5. To respect and promote the rights and entitlements of people with mental health, and to enable them to participate as fully as possible in their communities.

6. To be responsive to the individual needs of service users within the framework of their outcomes focused support plans and to respond flexibly to changing needs.
7. To enable service users to become as independent as possible and to grow in confidence, competence and personal effectiveness in the following areas:
  - Social skills/relationships
  - Personal care & hygiene
  - Daily living skills
  - Using community resources and facilities
  - Social, leisure and work activities
  - Self-organisation and coping abilities
  - Personal safety
8. To support people as specified by their statutory support and risk plans and develop outcome focused support plans.
9. To monitor, review and evaluate individual protocols in line with the outcome focused support plan.
10. To ensure that service users receive all necessary advice, care and regular health checks to ensure their physical health and wellbeing. To promote nutrition, relaxation, exercise and a healthy lifestyle.
11. To support service users in developing a socially valued lifestyle which includes a varied range of culturally and age appropriate experiences, building on the strengths, interests and aspirations of the service user. To enable people to access social, leisure, work and educational opportunities.
12. To enable service users to access developmental opportunities, new experiences and challenges, whilst not being exposed to unacceptable risks.
13. To observe and monitor the service users' emotional and physical wellbeing and to inform relevant staff and agencies of any concerns or significant changes in their needs, behaviour and circumstances.
14. To take appropriate action in the event of unforeseen emergencies, ensuring that the Service Manager is informed promptly.
15. To follow Health and Safety guidelines carefully and to alert the Service Manager and relevant organisation departments immediately of any concerns in relation to Health and Safety issues.
16. To contribute to service delivery records and individual case files.
17. To carry out and record all financial transactions involving service users within agency guidelines.

18. To carry out general administrative duties, housing management tasks and services as required.
19. To contribute to service users' reviews, through the provision of verbal and written reports and by attending placement review, support planning and needs assessment review meetings.
20. To support service users in all aspects of housing related support, including maintaining the home, accessing benefits

**Team Leader Duties:**

21. To offer informal and formal support and supervision to frontline staff, relief staff, students and volunteers as appropriate, under the direction of the Service Manager.
22. To take part in team meetings and promoting positive team dynamics and reflective practice in your locality team.
23. To communicate and liaise with colleagues and staff from partner agencies to ensure that consistent team working is maintained at all times.
24. To ensure timesheets for staff are authorised and processed in line with the organisations payroll system.
23. To plan ahead to meet the needs of service users as identified by their outcome focused support plan by:
  - Co-ordinating and deploying staff time in such a way as to ensure that service users' needs are met and all agreed activities are carried out
  - Delegating tasks and responsibilities as appropriate
  - Ensuring that all duties are carried out as prescribed and that quality standards are met at all times
24. To devise service rota's in accordance with agreed staffing requirements, commissioned hours and the needs of service users. To be pro-active and resourceful in addressing any gaps in service provision. To inform senior colleagues of the need for additional resources when required.
25. To ensure that all record keeping, general administration, housing management functions and services are carried out efficiently and to a high standard and to take responsibility for key tasks in these areas.
26. To respond positively and quickly to any complaints or feedback from customers, relatives or other agencies.
27. To manage aspects of the work that involve service user who are also tenants in housing connected to the services.

- 28. To take particular responsibility for aspects of health and safety and property management ensuring the team are familiar with processes for void management.
- 29. To attend reviews and referrals with families, other agencies and service users
- 30. To ensure Out of hours support services are provided with relevant information about the service users and tenants within the services where this need is identified.
- 31. To take a role in the on call system providing out of hours advice and support to front line workers.
- 32. To attend service wide managers meetings and take a role in ensuring the quality of the whole contract is improved in enhanced. This may involve taking a lead in a practice area such as referrals, person centred working, social inclusion etc...

**Other:**

- 28. To notify Line Manager of planned whereabouts and to submit accurate timesheets weekly.
- 29. To provide regular verbal and written reports to colleagues.
- 30. To accept support, supervision and guidance from senior colleagues.
- 31. To carry out all work in a manner consistent with the aims of the service and the principles adopted by Creative Support.
- 32. To comply with and to implement the Equal Opportunities Policy.
- 33. To maintain confidentiality at all times, in accordance with the agreed policy.
- 34. To undertake specific specialised training identified to enhance on teams expertise of working with people with complex needs.
- 35. To identify training needs in discussion with Line Manager and to attend training events and courses as required.
- 36. To observe any written policies, procedures and guidelines for good practice agreed by Creative Support.
- 37. To take on the role of shift co-ordinator when required.
- 38. Any other duties required.

|           | <b>QUALITIES REQUIRED</b>                                                                                                                    | <b>How Assessed</b>     | <b>Essential/ Desirable</b> |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------------------------|
| <b>1</b>  | Ability to demonstrate a warm, person centred and affirmative approach to people with mental health needs                                    | Interview               | Essential                   |
| <b>2</b>  | Good verbal communication skills and ability to listen sensitively to others                                                                 | Interview               | Essential                   |
| <b>3</b>  | Ability to engage with service users, to develop and sustain warm and trusting relationships                                                 | Interview               | Essential                   |
| <b>4</b>  | Ability to demonstrate significant understanding of the needs of people with mental health needs and/or autism                               | Interview               | Essential                   |
| <b>5</b>  | Good written communication skills                                                                                                            | Application & Interview | Essential                   |
| <b>6</b>  | Ability to work constructively and co-operatively as part of a consistent team approach                                                      | Interview               | Essential                   |
| <b>7</b>  | Ability to work safely and responsibly without direct supervision in service user's own homes                                                | Interview               | Essential                   |
| <b>8</b>  | Ability to demonstrate initiative, self-motivation and resourcefulness                                                                       | Interview               | Essential                   |
| <b>9</b>  | Ability to liaise in a professional manner with other agencies and to work in a positive way with the families and friends of service users  | Interview               | Essential                   |
| <b>10</b> | Understanding of the person centred aims and principles of Creative Support and ability to put these into practice                           | Application & Interview | Essential                   |
| <b>11</b> | Ability to demonstrate respect for difference and diversity                                                                                  | Application & Interview | Essential                   |
| <b>12</b> | Ability to provide emotional and practical support to service users                                                                          | Interview               | Essential                   |
| <b>13</b> | A non-judgmental, accepting approach to working with people who may lead chaotic lives and the ability to cope in a mature way with conflict | Application & Interview | Essential                   |
| <b>14</b> | Ability to work in a calm, patient and tolerant manner at a pace appropriate to the needs of the individual                                  | Interview               | Essential                   |
| <b>15</b> | Ability to enable people to enjoy developmental opportunities without being exposed to unacceptable risks                                    | Interview               | Essential                   |
| <b>16</b> | Ability to support and supervise junior staff and provide on the job coaching                                                                | Interview               | Essential                   |
| <b>17</b> | Knowledge of helpful approaches, strategies and interventions in working with people with mental health needs and or/autism                  | Application & Interview | Essential                   |
| <b>18</b> | Ability to use a range of helpful communicative techniques                                                                                   | Application & Interview | Desirable                   |
| <b>19</b> | The ability to serve as a professional role model to colleagues                                                                              | Interview               | Essential                   |
| <b>20</b> | The ability to supervise junior staff and to deputise for the Service Manager                                                                | Application & Interview | Essential                   |
| <b>21</b> | IT skills and ability to produce attractive documents                                                                                        | Interview               | Desirable                   |
| <b>22</b> | Minimum of 2 years professional experience of supporting people with mental health needs                                                     | Application Form        | Essential                   |

|           | <b>QUALITIES REQUIRED CONTINUED</b>                                                                                                           | <b>How Assessed</b>     | <b>Essential/Desirable</b> |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|----------------------------|
| <b>23</b> | Proven Experience of supporting people in the mental health field and an understanding of related illness/health conditions in the community. | Application & Interview | Essential                  |
| <b>24</b> | Life experience and confidence in relating to people from a wide variety of backgrounds                                                       | Application & Interview | Essential                  |
| <b>25</b> | Possession of NVQ or other relevant social care qualification                                                                                 | Application Form        | Desirable                  |
| <b>26</b> | Good standard of general education up to degree level.                                                                                        | Application Form        | Desirable                  |
| <b>27</b> | Willingness to work flexible hours according to needs of agency and service users                                                             | Interview               | Essential                  |
| <b>28</b> | Willingness to attend training courses and events                                                                                             | Interview               | Essential                  |
| <b>29</b> | Willing to accept feedback and guidance and to be accountable to colleagues and managers                                                      | Interview               | Essential                  |
| <b>30</b> | Willingness to take part in the out of hours duty manager on-call rota (an additional payment is awarded)                                     | Interview               | Essential                  |

|                                                                                                                                                                                                                                                                                                                                                                                                |                              |                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------|
| <b>Salary:</b>                                                                                                                                                                                                                                                                                                                                                                                 | <b>Up to £13.81 per hour</b> |                 |
|                                                                                                                                                                                                                                                                                                                                                                                                | <b>Point One:</b>            | £13.55 per hour |
|                                                                                                                                                                                                                                                                                                                                                                                                | <b>Point Two:</b>            | £13.81 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> |                              |                 |

**Hours of Work:**

Full time hours (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.

**Holidays and Entitlements:**

25 days plus 8 statutory days pro rata. An enhancement is paid for working at Christmas and New Year.

**Birthday Holiday Bonus:**

After two years of continuous service you will be permanently entitled to one additional day (pro rata for part time employees) annual leave to be taken two weeks either side of your birth date. If you do not take this additional day within that period you will lose this entitlement for that year. This bonus will only come into effect in the leave year after two full years' service. Staff who are on maternity, paternity, adoption and sick leave at the time of their birthday will be entitled to take this additional leave upon their return to work.

**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.

**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 do not pay for the first three days of **any** sickness absence.
- First twelve months service - Not eligible for Company Sick Pay though you may be entitled to SSP.
- Twelve months to twenty four 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.

#### **Pension:**

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

#### **Life Assurance:**

Currently set at two time's basic annual salary. Staff become members of a non-contributory group life assurance scheme after 6 month employment. This scheme provides a death in service benefit of two time's 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 its life assurance scheme at any time on reasonable notice to you.

#### **Discretionary Benefits:**

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

- Paid paternity leave
- Enhanced maternity leave
- Compassionate leave
- Carer's leave up to 5 days per annum

#### **Employee Assistance Service:**

This is currently administered by Health Assured. This is a completely free service, offering valuable advice on benefits, financial matters, consumer advice, health and legal issues. There is also a free counselling service which is accessible 24 hours a day, 7 days a week. Anything discussed with Health Assured is completely confidential and will not be shared with Creative Support.

#### **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 on a regular basis to any of the registered charities either large or small.

#### **Achieve Q Staff Awards:**

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

#### **Your Rewards:**

Employee benefits and discount vouchers available through the Your Rewards website.

Long service: Awarded in the December following your 10, 15, 20 and 25 year anniversary of your continuous service date with the organisation.

**Retirement Awards:**

£100 bonus should you choose to retire whilst employed by Creative Support. Eligible for all permanent contracted employees with at least two years continuous service.

**Refer a Friend Scheme:**

Staff who successfully refer a friend to Creative Support's employment can claim £100 worth of vouchers when their friend starts and another set of £100 worth of vouchers when their friend passes the End of Probationary Review after four months of employment

**Welcome Back Grant:**

£200 worth of vouchers for employees who return to the organisation who had have at least six months between resigning from their original post and taking up their new role.

**Uniform:**

If applicable for your service you will be provided with a uniform. The amount of uniforms that provided will be depended on your hours worked.

**Company mobile phone and laptop:**

If applicable to your job role the provision of a mobile smart phone, laptop and a 3G/4G dongle may be provided. Please note the employee will be liable for any damage or theft of these devices.

**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 business 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.