

committed to helping everyone live their best life

Working for us is much more than just a job. You'll become one of our own, part of our inspiring Active Tameside family, bound together by a strong sense of belonging which only comes from like-minded people, passionate about helping people to live their best lives.

As an awarding winning and compassionate Charitable Trust we have your health, wellbeing and happiness at heart, offering excellent training, development and career progression, a host of benefits including a local government pension scheme and free Active Premier membership with access to all 7 of our facilities. Membership includes gym, classes, general swim, spa and exclusive Les Mills virtual classes on our app - all worth £34.99 per month.

So, what are you waiting for? Become part of something different and help us make a difference.

Social Care Team Leader

Salary:	£24,567.41 p.a
Location:	Everybody Can – across various Active Tameside venues
Working hours:	37 hours
Contract type:	12 months fixed term
Closing date:	26 th August 2024
Interview date:	30 th August 2024
Job Reference:	AT928

how to apply

To apply for this position please fill out the form online or alternatively complete an application form and return it to **HR@activetameside.com** or Human Resources, Active Tameside, Active Ken Ward, Hattersley Road East, Hattersley, Hyde, SK14 3NL.

Application forms can be found on **www.activetameside.com/job-vacancies** or email **HR@activetameside.com**. For help or advice in completing the application form please contact Human Resources on 0161 366 4814.



here for Tameside, not for profit.

Active Tameside is a registered charity which means 100% of our profits go back into ensuring the best possible facilities and services for the Tameside community.

Find out more at [activetameside.com/charity](https://www.activetameside.com/charity)



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We are looking to recruit a Social Care Team Leader for our Everybody Can service.

This post will be accountable to Everybody Can's Social Care Development Co-Ordinator's to ensure that our Adult Day Service, Outreach Targeted Support, and Disability Community and Holiday provisions are delivered to the highest standard, including quality assurance, mentoring and health and safety support.

With line management responsibilities, you will have a 'hands on' approach with combining service delivery - supporting children and adults with learning disabilities, challenging behaviours, and various complex needs through the promotion of life skills and independence through various projects and session activities, alongside a leadership opportunity - providing an insight into the management of the service.

Therefore, the role holder will embody our ethos of developing all holistically, ensuring barriers are removed for everybody to belong, enjoy, engage and grow in their community, helping them to live their best life.

As a result, we expect this person to be passionate about delivering with a person-centered approach, looking at the holistic development of individuals whilst providing an inspiring experience that engages all.

In addition, it will be the responsibility of this post holder to assist the Social Care Development Co-ordinators in the development of systems and mechanisms which promotes the engagement and participation of Everybody Can clients, creating sustainable impact. Whilst, at the same time, presenting the service in a positive manner, contributing towards all programmes, projects and events, both commercially and operationally.

job description

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rota

Rota to be discussed at interview. Total average weekly hours = 37

Training hours included – either online or face to face dependent upon course content. Face to face training takes place on the last Tuesday / Wednesday of the month 3:30pm – 6:30pm

role profile

Role Title:	Social Care Team Leader
Grade:	E
Date:	June 2024
Responsible to:	Social Care Development Co-Ordinators

Accountabilities:

All our roles play a key part in delivering our strategic themes to achieve our goals:

1. Contribute towards achieving a positive culture in delivering our dynamic and life enhancing strategy and outcomes - build positive and effective relationships with customers, colleagues, partners and key stakeholders
2. To plan and deliver high quality provision.
3. Supervise and support our clients with personal needs, and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters.
4. Encourage children, young person and adults to act as independently as appropriate and encourage all to interact with others and engage in activities.
5. Be aware of our clients' personal journeys, their progress, and achievements - report to the service lead as agreed including daily record keeping of individuals.
6. To perform quality assurance of our sessions.
7. To provide support for the Life Skills and Independence Support Workers in their roles
8. To ensure paperwork and assessments of clients is completed by Life Skills and Independence Support Workers on a daily basis
9. To capture and promote the positive impact of the services
10. To support in the coordination of the Adult Day Service, Outreach Targeted Support, Disability Community and Holiday activity
11. To ensure all health and safety guidance is adhered to across all services.
12. To undertake training as required.
13. To be a flexible and proactive team member who inspires improvements and developments in people, performance and processes. To inspire a "best in class" approach in representing our brand internally and externally.
14. Live and breathe the vision and values of Active Tameside in a customer focused way to drive us to be the best that we can be. To lead by example and to be an active role model in delivering our policies and procedures.
15. To attend meetings, webinars and relevant training to maintain professional development and keep abreast of new developments.
16. To actively support the Social Care Development Co-ordinators on new project areas designed to further expand the opportunities available to grow Everybody Can provisions.

Requirements:

Our recruitment process will include you demonstrating these requirements from your application form, interview and/or assessment(s):

Knowledge

Qualification to level 2 or above in the following areas;

Social care

Teaching assistant

Youth worker

Knowledge of quality assurance and mentoring frameworks

Knowledge of and understanding of leadership

Knowledge of health and safety requirements when delivering structured provision

Good level of education to include mathematics literacy and ITC

Knowledge of equal opportunities issues and appreciation of equal opportunities within service provision

Experience

Experience of delivering high quality structured provision to challenging and complex young people from various backgrounds

Experience of Quality Assurance and mentoring - providing both written and verbal feedback

Experience of collating and analysing data to ensure set targets for customer satisfaction are achieved

Experience of collating data from the workforce then to relay to partners to show progression if necessary

Experience of partnership and multi-agency working

Experience of updating health and safety records to ensure safety of all participants

Skills

Excellent organisational and planning skills.

The ability to empower others to aid high quality provision.

Strong communication skills and the ability to share information with young people and other professionals.

The ability to analyse performance through evaluation and data collect as required.

The ability to motivate others and be self-motivated/enthusiastic.

Adaptable communication skills to engage with staff, different clientele groups, and professionals alike.

The ability to problem solve within complex situations.

Willingness to work flexibly when required.

Essential Criteria – in bold *Desirable Criteria – in italics*

**our employee
lifecycle**



Hire me

Provide a job role that enables me to utilise my unique talents ensuring individuals are fit for purpose and success.

Develop me

I am supported by managers that will help me develop as an individual to be the best I can be.

Manage my performance

Provide an environment that promotes continuous learning and development. Managers and employees are clear on their mutual expectations and managers provide helpful and constructive feedback.

Engage and motivate me

I am able to participate in decisions that affect me and my team. And concerns I have are dealt with urgently with any issues dealt with sensitively and with emotional intelligence.

Thank me

My time and extra effort are recognised and appropriately rewarded. Leaders and managers show respect for my time.

Wish me farewell

My feedback is appreciated and may enable continued improvements in the workplace for others.