



Specialist Support Team Manager
Applicant Pack

Bright Futures Care delivers great quality community-based care and education to a growing number of children and adults with autism, complex needs and learning disabilities in high quality locations.

Our teams are training to excellent standards which, when combined with our passion, pride and commitment to what we do, fosters an excellent and caring culture and makes us the leading provider for young people and adults with learning disabilities and special education needs.

We use Person – centred approaches to ensure that individuals experience life to the fullest potential.

Working alongside therapists and other professionals, our specialist care and education staff offer truly tailored support that meets the educational, social, physical and emotional needs of individuals.

Our Great Care Offer and Education Curriculum ensure that children and adults get the right support to achieve the best possible life outcomes. Both frameworks enable our support to be flexible and responsive to individuals changing needs.



January 2021

Dear Applicant

Thank you for your interest in the role for Specialist Support Team Manager at Bright Futures Care Ltd.

Bright Futures are seeking the role of a qualified practitioner to lead our team of specialist resources. In recent years Bright Futures have been developing an integrated approach to care, education, health and therapeutic support and this post has been created to advise upon such development and in particular the legal and ethical framework within which we support our young people and adults.

Bright Futures have a true passion for holistic and person-centred support and we believe in keeping individuals at the centre of all that we do. We ensure a positive culture across the organisation and the successful candidate will need to share our values and vision to ensure that best practice is embedded across all of our services.

Bright Futures are a leading residential provider with an outstanding education provision. We are a growing organisation with plans to provide further education and residential care within the North West over the coming years. This opportunity to join an expanding team offers continued carer development aligned to our growth plans whilst ensuring we maintain our high-quality care and education. Reporting to the Practice and Service Development Manager, this candidate will be responsible for leading the specialist support team inclusive of PBS Leads and co-ordinating external therapeutic services.

We provide high quality, inclusive care and education for individuals with complex learning, communication and sensory integration needs. You will lead a team which is equally as passionate and dedicated to ensuring individuals reach their full potential. Bright Futures are committed to promoting least restrictive practice and improving the quality of peoples lives.

At Bright Futures we seek to build on current behavioural practice by fully embedding a PBS approach. This allies to both our Customer and Employee Value Propositions - delivering great quality care and education by highly trained staff. Our vision is to understand the people we support and what they need to live safe, fulfilled, and meaningful lives, and to teach them the skills that they need to achieve this.

The successful candidate must be a registered Learning Disability Nurse, registered with the NMC and have a good understanding of relevant legislation and policy, particularly the Mental Capacity Act (2005), Care Act (2014), Children Act (2004), implementation of the Deprivation of Liberty Safeguards and anticipated Liberty Protection Safeguard changes. Also, you will have experience of working with young people with autism or learning disabilities, ideally in a residential care setting. Excellent management and leadership skills are essential whilst having the ability to work autonomy and part of the wider MDT.

Should you have any questions or would like to arrange an informal discussion, please contact Kate Hackett, Practice and Service Development Manager by email: kateh@brightfuturescare.co.uk or by telephone: 07702 333 989.

To apply for this role, please complete the online application form and return it to us by: Friday, 19th February 2021. A CV will not be accepted in any circumstances. Please let us know if there are any dates during the recruitment timetable (see below) when you will not be available.

Applications should be sent to us via our online application form by following the link below or you can email recruitment@brightfuturescare.co.uk for more information.

<https://brightfuturescare.co.uk/application-for-employment/>

Recruitment timetable for this role

Closing date for applications	19 th February 2021
Shortlisting	22 nd February 2021
Interviews/presentation	4 th March 2021
Anticipated start date (subject to notice period)	6 th April 2021

If you have any queries, please contact our Admin team on **01925 759 162**

Best wishes,



Kate Hackett
Practice and Service Development Manager

Job Description

Job Title	Specialist Support Team Manager
Service	Central support: Specialist Support Team
Reports to	Practice and Service Development Manager
Salary	£40,000
Job purpose	<p>Bright Futures Care delivers great quality community-based care and education to a growing number of children and adults with autism, complex needs and learning disabilities in high quality locations. Our teams are trained to excellent standards which, when combined with our passion, pride and commitment to what we do, fosters an excellent and caring culture and makes us the leading provider in our chosen specialism.</p> <p>Bright Futures Care are looking for an experienced dual registered practitioner to lead our Specialist Support Team.</p> <p>The role of the Team Manger will have responsibility for the management and leadership of the Specialist Support Team, including PBS practitioners within our residential settings (and at times schools) and for the management and coordination of our therapeutic and pastoral contracts. The Team Manager will lead the team and be responsible for ensuring that they, individually and as a whole, provide excellent support and advice to our care homes and education settings. Working closely with our Practice and Service Development Manager, we ensure that specialist support is well planned and responsive to the changing needs of the people we support. In doing so, we will maintain our high standards of care and improve the wellbeing and quality of life for those we support.</p>
Duties and responsibilities	<ul style="list-style-type: none"> ➤ Under the supervision of the Practice and Service Development Manager assume a leading role in speciality areas of practice, including safeguarding, MCA, DoLS, PBS and therapies ➤ Developing and updating policy and procedures or guidelines, analysing data and outcomes and identifying areas of change and practice development ➤ Support the development of policy and procedures within own discipline / field and service ➤ Deliver training, guidance and coaching relating to specialist support ➤ Undertake the role of Safeguarding Lead managing all safeguarding concerns, disclosures, or allegations, and undertaking investigations where necessary whilst reporting all matters directly to the Operations Director and CEO

	<ul style="list-style-type: none"> ➤ Lead and facilitate in the assessment, development, implementation and evaluation of initial risk assessments and care and support plans across the organisation ➤ Lead on relevant Mental Capacity assessments and co-ordination of personalised care based on best interest decisions ➤ Lead on Deprivation of Liberty applications to a variety of local authorities and Court of Protection ➤ Provide education and guidance to colleagues, service users and their families regarding DoLS and MCA, with a commitment to reduce restrictive practice as much as possible and over time ➤ Assist and support colleagues and relatives in understanding and interpreting legislation and statutory provision, particularly when these change ➤ Bring a holistic social work perspective to a varied MDT and promote social work values and anti-oppressive practice ➤ Produce detailed and comprehensive monthly reports ➤ Ensure support teams are focused on enhancing the quality of life of people we support and reducing the use of restrictive practices ➤ Facilitate the embedding of Bright Futures’ “Care offer” ➤ Co-ordinated and respond to escalating behaviours of concern in our tiered approach and PBS practice ➤ Lead and motivate staff teams to work enthusiastically towards identifying and supporting the needs of people with autism and/or complex needs ➤ Staff training & development ➤ Support assessment and transition of people moving into Bright Futures Care homes ➤ Ensuring relevant reports are completed in an accurate and timely manner ➤ Undertake clinical practice/ professional development, training and education relevant to the role to enable them to maintain professional registration
<p>Skills and experience</p>	<ul style="list-style-type: none"> ➤ Dual qualification - holding both a nursing and social work qualification ➤ Registered with Social Work England and the NMC ➤ Experience undertaking Safeguarding enquiries ➤ To have a good understanding of relevant legislation and policy, particularly the Mental Capacity Act (2005), Care Act (2014), Children Act (2004) and implementation of the Deprivation of Liberty Safeguards. ➤ Knowledge and experience working with individuals with learning disabilities and/or autism

	<ul style="list-style-type: none"> ➤ Demonstrate unwavering and unconditional positive regard for people who have complex support needs, and their families ➤ Demonstrate solution focus and complex problem solving skills ➤ Experience of working within a residential setting ➤ Ability to work autonomously and manage a caseload ➤ Good IT skills ➤ Excellent communication and listening skills ➤ Ability to complete holistic assessments understanding the presenting difficulties and wider context ➤ Good time management and ability to prioritise ➤ Essential understanding of best practice in the learning disability sector ➤ Effective analytical, interpersonal and negotiating skills ➤ Experience in managing and leading a team ➤ Essential understanding of current developments in social work, including ongoing changes with legislation and policy to shape support and service design for the learning disability sector
<p>Other requirements</p>	<ul style="list-style-type: none"> ➤ Car driver with access to own vehicle ➤ Required to travel between sites ➤ Willingness to work flexibly depending on the needs of the organisation

Person Specification

Job Title: Specialist Support Team Manager	Salary: £40,000
---	------------------------

Notes to applicants.

Whilst all points on the specification are important, those marked ‘E’ (essential) are the key requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

Criteria	Necessary Requirements	Essential/ Desirable	Method of Assessment
Experience (required to do the job) Consider type, paid, unpaid, depth	<ul style="list-style-type: none"> • Experience working with Children and Adults with complex health needs, learning disabilities and/or autism • Experience working in residential care • Experience of the safeguarding systems for childrens and adults services • Experience undertaking Safeguarding enquiries and investigations • Leadership and Management experience • Supporting individuals whose behaviour is of concern • Formulated care plans based on holistic assessments 	E D E D E E E	A, I A, I A, I A, I A, I
Skills and abilities Consider level and type e.g. written, verbal, numerical, supervisory or other job related skills	<ul style="list-style-type: none"> • Ability to work autonomously • Good IT skills • Training facilitator • Excellent communication and listening skills • Ability to complete holistic assessments understanding the presenting difficulties and wider context • Leadership ability • Essential understanding of current developments in practice, including ongoing changes with legislation and policy to shape support and service design for the learning disability sector • Demonstrates a commitment to least restrictive practice and the reduction of physical interventions for individuals with learning disabilities • Ability to critically analyse a range of information, reaching accurate conclusions and make plans for improvements (for service users, staff or the wider company). • Ability to coordinate the work of a team and allocate resources so that they meet the needs of individuals and services, and have maximum impact. 	D E D E E D E D E E	A, I A, I A, I A, I A, I A, I A, I A, I A, I

Education/ Qualification And Knowledge Consider level and type e.g. vocational training, job-related	<ul style="list-style-type: none"> • To have a good understanding of relevant legislation and policy, particularly the Mental Capacity Act (2005), Care Act (2014), Children Act (2004) and implementation of the Deprivation of Liberty Safeguards. • Dual qualification- holding both a nursing and social work qualification • To be registered as a Learning Disability Nurse with the NMC • To be a Social Worker registered with Social Work England 	E D E D	A, I, C A, I, C A, I, C A, I, C
Other requirements Hours of work, rota patterns, working conditions, location and the requirement to drive	<ul style="list-style-type: none"> • 37.5 hours a week, Monday- Friday • Based from Head Office • Hold a full UK driving licence • Travel required to sites when the need arises 		
Commitment to Equality and Diversity Consider the level of understanding and knowledge required	<ul style="list-style-type: none"> • Ability to understand and demonstrate a commitment to equality and diversity. 		

METHOD OF ASSESSMENT

A = APPLICATION FORM, C = CERTIFICATE, T = TEST, I = INTERVIEW, P = PRESENTATION