

The logo is a pink oval with a double border. Inside, the text "camphill village trust" is written in a black, lowercase, serif font, stacked in three lines.

camphill
village
trust

Care & Support Team Leader

- Job Description and Person Specification

The background image is a landscape photograph of Oaklands Park. It features a large, grassy hill covered in dense trees and shrubs. The sky is blue with scattered white clouds. In the foreground, there is a field of green grass with some fallen leaves.

**Oaklands Park, Newnham-on-Severn,
Gloucestershire.**

Welcome to Camphill Village Trust

Thank you for your interest in the role of Team Leader at our Oaklands Park Community in Newnham-on-Severn.

You have taken the first step in joining a really exciting, innovative charity. One where we want you to have a strong sense of belonging, where we will support you to thrive in your role and where you will have lots of opportunities to add value as we continue to improve and grow.

You will be joining our unique national charity in our 72nd year as we embark on our bold plan to shape a new long-term future for adult social care within vibrant and thriving community settings.

Here at the Trust, we believe everyone has the right to live an independent, healthy, active and equal life. To enable this, we are committed to quality support and housing choice, impact and outcomes focused nature-based therapies and skills opportunities, becoming a beacon of land management and sustainability and using our retail spaces to drive social value.

Our ethos is one of co-production and the voices of the people we support actively contribute to the work of the charity, the way that services are developed and delivered and the decisions that we take.

Our ambition is big. If your values match ours, if you have great skills, experience and passion to drive change, if you truly want to make a difference and help us achieve our vision, then we would love to hear from you.





About Camphill Village Trust

We are a social care provider and charity rooted in nature and community, supporting adults with learning disabilities, autism, and mental health support needs to live healthier, more active and independent lives.

For over 70 years we have pioneered a different kind of care - shaped by place, purpose, and the natural world. We believe care should do more than meet needs, it should create opportunity, belonging, and purpose. By rooting our support in meaningful work, relationships, and the natural environment, we help people to build skills, confidence, and independence.

To find out more about the Trust click [here](#).

To find out more about what we do click [here](#).

Our Vision

A world where nature and community are central to social care, unlocking health, independence and opportunity for adults with learning disabilities, autism, and mental health support needs.

Our Guiding Principles

Enabling potential

The Trust supports our people (our staff and those we support) to develop, grow and be heard. We aim to build confidence and create an environment that supports active engagement, building skills and providing opportunity through high-quality active support, learning and co-production.

Promoting healthy living

The Trust provides the opportunity to live a healthy, active, and meaningful life within a supported living model. This means the

people we support live an

active life, understand

the benefits of making

healthy choices and can

contribute to the wider

community on an equal basis

through the opportunity to learn skills,

develop pathways to employment and volunteering

and engage in therapeutic interventions that respects traditional craft skills based on nature and the land around us.





Environmental respect

The Trust values and cares for the environment. This means that we understand the connection between the environment we live in and our well-being and that we actively promote living and eating sustainably, in harmony with the natural world. We want to play our role in making an impact on climate change and carbon neutrality. We want to maximise our long-term sustainability through our land and care farming history and as a landlord of choice.

Social impact

We believe that our people, resources and actions should make a positive contribution to society in relation to health, wellbeing, education, and the environment. This means we support and develop initiatives to challenge issues faced by vulnerable members of society which in turn, enable the people we support to achieve greater integration into the wider community beyond the reach of the walls of the charity.

Where we are based:

Our support and services are presently organised within three broad geographical regions:

North:

- Larchfield Community
Middlesbrough
- Botton Village
Whitby, North Yorkshire
- Croft Community
Old Malton, North Yorkshire

Southwest / Central:

- Oaklands Park
Gloucestershire
- Grange Village
Gloucestershire
- Taurus Crafts
Old Lydney, Gloucestershire
- Stourbridge
West Midlands
- Shared Lives

Southeast:

- St Albans Community
St Albans, Hertfordshire
- Delrow Community
Aldenham, Hertfordshire



To find out more about our communities click [here](#).

Job Title: Care & Support Team Leader

Purpose

Do you want the autonomy and freedom to enhance the lives of the people we support?

To manage a team of support workers to successfully enable the people we support to lead a fulfilled and meaningful life within their home and as part of the wider, local community, and lead the staff team by promoting and practising the values of CVT.

Location & Travel

Community-based

This role will be based at our Oaklands Park site in Newnham on Severn. You must be able to travel to this location.

About Oaklands Park

Oaklands Park is a 150-acre rural community situated near Newnham on Severn on the edge of the Forest of Dean.

We offer opportunities for adults with learning disabilities and other support needs. They live and work within a beautiful location, where their contributions to the life of our community are valued.

Our 150-acre estate offers a livestock farm, eight-acre market garden, wood workshop and a weavery. We have animals and grow and sell vegetables, fruit, flowers and firewood to the local community and other outlets. We follow biodynamic principles to produce quality food without chemicals and artificial fertilisers.

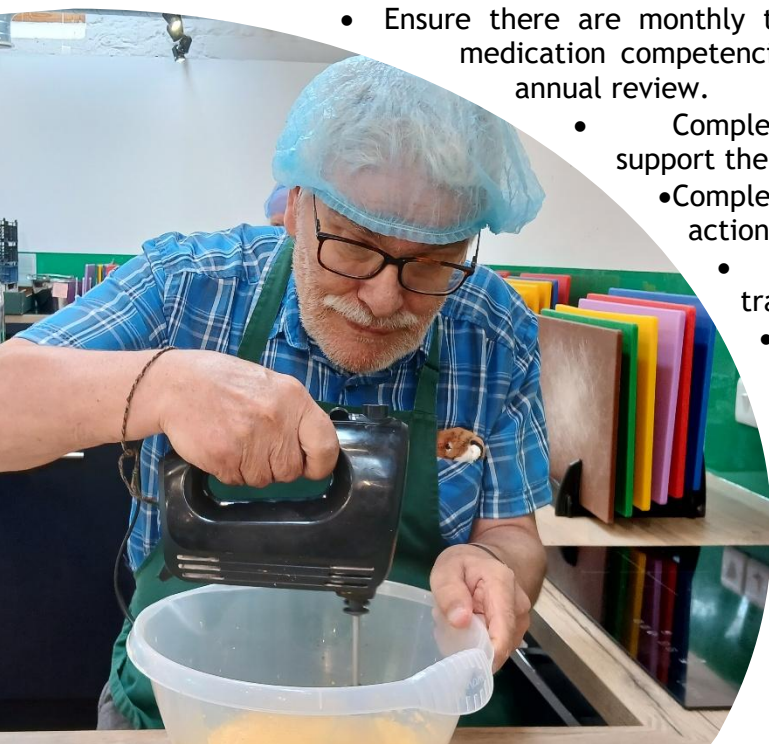
A fully comprehensive support package includes the choice of activities in our workshops where skills are developed and friendships forged.

To find out more about Oaklands Park click [here](#).

Duties & Responsibilities

Main responsibilities

- Supervise, direct and guide the staff team in a way that will enable the people we support to have the best quality of life possible.
- Model to the staff team how to support people in a co-productive way by utilising the “I Statements” created by the people we support within everyday practice.
- Ensure the health, safety, development and happiness of the people we support is paramount at all times.
- Ensure there are monthly team meetings, quarterly supervisions, twice yearly medication competencies and observations of practice along with a yearly annual review.
- Complete the induction of new staff within the service and support them through their probationary period.
- Complete audits and KPIs, ensuring that support staff complete actions from any other quality audits.
- Be a role model to staff, this includes delivering training to other staff.
- Responsible to the Care & Support Manager.
- Work as part of the management team, along with other team leaders and the Care & Support Manager, meeting weekly to assess, update and promote excellent standards of support.
- Be part of a rota as a designated responsible person for the community (training given).



- Responsibility for the health and safety and infection control of the managed service.
- Ability to use a variety of digital platforms and/or be willing to learn how to use them confidently.
- Work to Care Quality Commission and local authority guidelines and understand how to do this in everyday practice.
- Guide a staff team to be successful keyworkers who can co-produce a high standard of support plans and reviews.
- Understand how to meet pre-set deadlines in a timely manner, including the completion of a monthly report.
- Work professionally with other agencies, ensuring that there is transparent communication.
- Remain calm and level-headed under pressure or in a crisis.
- Comply with the Trust's policies and procedures, including Safeguarding, Equality & Diversity and Data Protection.
- Comply with the statutory provisions of the Health and Safety at Work Act 1974.
- Employees must look after their own health, safety and welfare and be mindful of other persons who may be affected by their acts or omissions. Employees must co-operate and comply with management instructions regarding health and safety issues, reporting all safety events and safeguarding concerns as soon as practicable to their manager or other senior members of staff where necessary.
- Ensure that confidentiality is respected and maintained at all times.
- Attend and participate in team meetings, 1-2-1 supervision sessions and other meetings as required in line with the post.
- Undertake any other duties which are consistent with this post, as directed by line management.



This job description is not an exhaustive list of duties and responsibilities and is subject to change in accordance with the needs of the department.

Person Specification

Education & Qualifications

Essential

- Level 3 NVQ/ QCF in Health and Social Care.

Desirable

- Level 4 or 5 in a leadership/ management qualification or the equivalent, such as level 4 diploma in facilitating PBS in teams or be working towards this.
- Driving licence - due to the location, our Newnham communities can be difficult to reach by public transport.

Knowledge & Experience

Essential

- Minimum of 2 years' experience working in a health and social care setting, preferably with people who have a learning disability and/ or autism.
- Experience of leading a staff team.
- Have an empathic and approachable manner.
- Understand and promote the rights and choices of people with a learning disability and/or autism.
- Excellent communication skills.



- Reliable, honest, trustworthy and strives to promote the best possible practices.
- Organised and flexible.
- Can work alone and as part of a team.
- Can manage own workload.
- Can work under pressure.

Desirable

- Experience of managing a staff team.
- Experience of Positive Behaviour Support approaches.
- Experience of using digital platforms or willingness to learn.
- Interest in promoting own development and career.
- Interest in promoting the development of staff knowledge, skills and career.

Personal Attributes

- Be highly organised and trustworthy.
- Be able to work with a degree of autonomy in managing the service.
- Be a positive role model to the support workers and others employed by the Trust.
- Have professional values that lead on how to promote a capable environment and work using a positive behaviour support approach.
- Have a positive attitude and enthusiasm for the job we do.
- Respect the community and the people who live and work here.

Key Competencies

- Promote every individual's quality of life and encourage the use of various communication methods used by the people we support.
- Lead on ensuring that the people we support remain safe, happy and healthy at all times, following support plans, risk assessments, task analysis, SMART targets.



Key Employment Terms

- **Salary:** £25,740 - £29,367 FTE per annum, dependent on skills and experience (£13.20 - £15.06 per hour).
- **Location:** Oaklands Park, Newnham-on-Severn.
- **Hours:** 1 x 37.5hr per week & 1 x 30hr per week.
- **Holiday entitlement:** 25 days annual leave statutory plus bank holidays.
- 45p per mile for all work journeys is provided.
- Sick pay entitlement after 1 month.
- Standard auto-enrolment pension scheme, with the option to contribute 10% of gross salary for a 6% contribution by the employer.
- Employee assistance scheme that is also available to your immediate family.
- Death in Service benefits: payments made to your beneficiaries should the unthinkable happen.
- Once you join us, you'll be eligible to benefit from "Charity Discounts" where you can enjoy reductions from lots of differing retailers and service providers.
- The appointment is subject to a 3-month probation period.



We reserve the right to close this vacancy early if we receive a sufficient number of applications.

Camphill Village Trust is an equal opportunity employer.

Camphill Village Trust is committed to safeguarding and promoting the welfare of all adults who use our services and as such expects all staff and volunteers to share this commitment. The successful applicant will be required to complete the relevant pre-employment checks including a DBS check.