



Team Manager Application Pack

Brightstar



www.brightstarboxing.co.uk



Welcome to Brightstar!

Brightstar are passionate about helping children and young people, young people are at the heart of everything we do. We are looking with someone with the same passion and values to join our team.

As part of our Alternative Provision Programme, you will contribute to the provision of a service to young people aged 11- 18 years old from a wide variety of backgrounds; supporting young people to remain in education, promote positive and health choices and reduce risks associated with anti- social behaviour and exploitation.

Our Alternative Provision Programme uses the sport of Boxing to inspire, engage and connect. At Brightstar we are dedicated to drive achievement and positive behaviour changes in every young person referred to us. Education does not have to be a linear path; our alternative education provisions aim to engage young people and show them there is always an available route to achieving.

If you share our **vision, values and want to make an incredible impact for our children and young people** then this is an incredible organisation for you to join.

Joe Lockley
Director



Our mission

To empower every young person towards and Brighter future. Fostering resilience, respect, and a lifelong commitment to bettering themselves and their community.

To be the guiding light that empowers the lives of young people from all backgrounds, illuminating pathways to success through boxing, education, and mentoring.



OUR VALUES

BELIEVE

We believe in the innate potential of every young person. We empower them to discover their strength and overcome challenges and ultimately shape their own futures.

BELONG

In our diverse community, everyone is welcome, respected and valued. We embrace differences and create a supportive environment where everyone can thrive.

BECOME

Our rounded approach to empowering young people ensures they are in the optimal position to chase their dreams and become the best possible version of themselves.

WANT TO MAKE A DIFFERENCE? YOU CAN AT BRIGHTSTAR.

Our mission is to empower every young person to thrive.



‘Coming to Brightstar has changed my life’.

73% Say they are able to manage their anger better.

75% Say they now feel more positive about their future

76% say Brightstar has improved their levels of self-confidence.

What do our staff say?

'I love working at Brightstar'.

'Brightstar feels like a family to me'.

'It's the most rewarding job in the world'.

'I feel like we are one team, supporting every child'.

'Being part of the amazing changes young people make is priceless'.

'I'm excited for the future at Brightstar'.



Job Title: Team Manager

Normal Working Hours 35hrs pw/ 39weeks per year

Reports to Operations Manager

Location across the West Midlands

Main Responsibilities

- Strong understanding of Brightstar's Values, aligning all work alongside these values.
- Support Brightstar's strategic projection.
- Develop and maintain strong working relationships with referral partners.
- Ensure all Brightstar programmes are being delivered at a high standard to ensure impactful outcomes for all children and young people.
- Recruit, train, and develop individual staff across all areas.
- Oversee safer quality practice, complete regular audits, observations and safeguarding practice.
- Support the staff team with the implementation of new policies and procedures.
- Ensure the teams have the available support and resources to deliver their role effectively.
- Complete regular supervisions with the staff one to one.
- Develop and implement improvement plans for the area's managing.



Key Knowledge, Skills and Experience Required

- Experience of strong leadership skills, supporting a team through change.
- Exceptional organisational skills.
- In depth knowledge of Safeguarding, KCSIE, PREVENT, NRM.
- Continual research and development around sector learning.
- Understanding of Youth Voice and making a sustainable impact model to support children and young people.
- Trauma informed practice
- Developing and delivering presentations about Brightstar and our work to partner agencies.
- Supporting Senior Management
- Reflective and Anti-Discriminatory Practice
- Report writing and recording onto CRM systems.
- Ability to appropriately challenge decision making

This job description is not exhaustive. It will be subject to periodic review and may be amended to meet the changing needs of the business. The post holder will be expected to participate in this process, and we would aim to reach the agreement to the changes.

If you would like to discuss the role further, please contact
Jessica on 07932972547 or Sarah 07852202591

If you would like an application pack to apply, please email Julie
Lockley on julie.lockley@brightstarboxing.co.uk

