

Role Title: Registered Manager
Salary: PO6 (Depending on Experience)
Location: Bradford, Children Residential Service
Report to: Service Manager/ Responsible Individual

About Us

Bradford has created a new Children and Families Trust, which has been commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation. We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

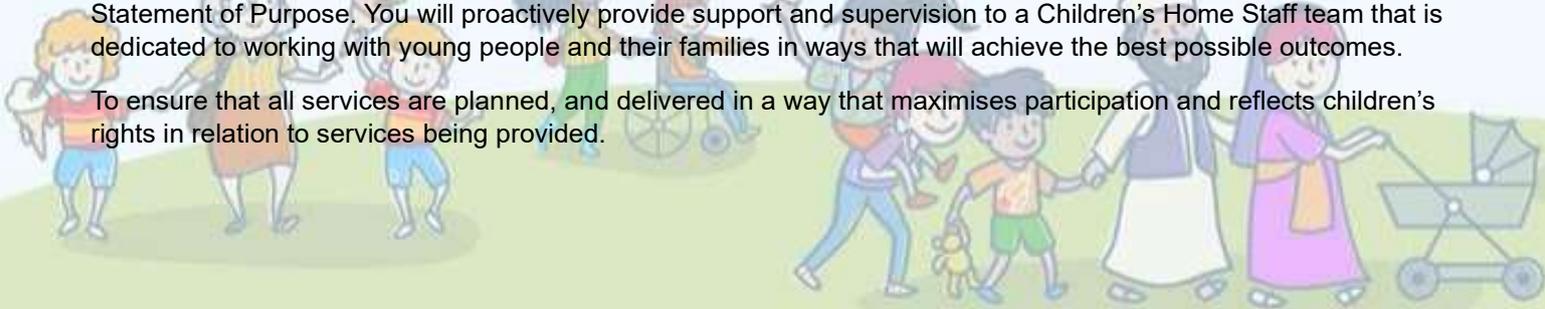
We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

Job overview

To be approved by Ofsted to act as the Home Registered Manager. The post holder will ensure that high standards of practice are achieved and that services are delivered in accordance and compliant with the National Children's Home Regulations (2015), Children's Homes Quality Standards(2015) and BCFT and the homes' internal policies, procedures and guidance. You will support the Children's Residential Service to achieve best outcomes for children and young people. You will ensure that the Home meets all regulatory requirements to achieve Ofsted gradings of Good or Outstanding.

The post holder will manage a Children's Home staff team and provide clear and effective leadership to model best practice and lead on interventions to train and develop others as required. You will be part of an aspirational culture and approach to improve and develop the Children's Residential Service to achieve its vision of providing high quality care and support to children, young people and their families as stated in the Children's Homes Statement of Purpose. You will proactively provide support and supervision to a Children's Home Staff team that is dedicated to working with young people and their families in ways that will achieve the best possible outcomes.

To ensure that all services are planned, and delivered in a way that maximises participation and reflects children's rights in relation to services being provided.



Main Duties and Responsibilities



- To take leadership and management responsibility for the development and shaping of dynamic and creative plans for children and young people living in the home, with a complex range of needs due to, but not exclusively, early trauma and attachment. These children and young people often struggle to build relationships and understand their emotions which can result in complex and risk taking behaviour. and young people may need additional therapeutic support or specialist input which you will be responsible for identifying within the care planning process to ensure these needs are met.
- You will manage the home in order to safeguard and promote the well-being of children and young people, taking the role as designated safeguarding lead for the home; and take all reasonable steps and support staff in the home to locate and ensure the safe return of any people who are missing from the home. You will be committed to safeguarding young people and have an excellent understanding of child protection procedures.
- Ensure the home operates within the Quality Standards and Children's Homes Regulations (2015), paying attention to detail to ensure the home is judged as 'good' or 'outstanding' by Ofsted. The post holder will lead the Regulation 44 monitoring visits and regulatory inspections from Ofsted, as well as supporting the staff to contribute to the process. You will ensure that timely, focussed action plans are developed and implemented to meet any requirements or recommendations following Regulation 44 monitoring visits or Ofsted inspections. You will coordinate the Regulation 45 Quality of Care Reviews every 6 months, ensuring that feedback is gained from all stakeholders to inform and develop the Children's Home Development Plan.
- You will ensure that the home has a staff development and training programme that enables staff to be skilled and knowledgeable in order to meet the needs of young people in the home as defined by the Home Statement of Purpose and Function, you will provide formal and informal supervision to staff and undertake appraisals. Take responsibility for the development of staff, participate in the recruitment and retention of staff. Share knowledge and experience with the team and identify opportunities for the continuing professional development of the staff. You will monitor and ensure that all mandatory training is undertaken and kept up-to-date, as well as delivering training when required.
- You will lead and manage the staff team in supporting the day to day physical and emotional needs of the children and young people in accordance with Racial, Cultural, Religious, linguistic and dietary needs. You will ensure children and young people are supported to attend school, enjoy leisure activities, stay healthy and kept safe. The children/young people we look after have experienced significant trauma which requires high levels of compassion, empathy, resilience and understanding. Due to this trauma, they can present challenging behaviour, including self harm, physical outbursts, and risk taking behaviour, where we have a responsibility to make them feel safe and cared for. It is likely to be exposed to substantial risk of challenging behaviour by the children using the service and will be involved with the management of this. You will be expected to support and appropriately respond to staff who have encountered this behaviour. The post holder will be responsible to brief staff and teams following incidents and ensure good quality support is available. This will also include management accountability and oversight of Restrictive Physical Intervention and incidence recording.
- Be physically fit enough to carry out ALL requirements of the post including the use of the physical interventions as part of Therapeutic Communication Intervention (TCI) to manage challenging behaviour as required. You will be required to become a TCI Trainer to deliver TCI training across the Children's Homes and will successfully pass the TCI and TCI Train the Trainer courses to ensure you are qualified to do so. You will ensure that all members of staff in the Home are trained in TCI.
- You will ensure that all staff in the home perform to the highest professional standards and take appropriate action when standards of care or behaviour do not meet the required expectations. You will be expected to handle complaints and lead management investigations as required.
- Ensure that the physical buildings, fixtures and fittings are maintained to a high standard and in good decorative order and is secure. The home is inventoried, liaising with maintenance and facilities management as required. This includes all aspects of health and safety relating to the children and young people, staff, visitors, and resources. Within this, you have a duty of care which includes ensuring that living spaces for the children and young people's bedroom are both clean and safe. You will also be required to ensure the team undertake tasks such as shopping, cleaning and cooking and the caring for children and young people that a good parent would do. This could include supporting and working with young people with their personal care.
- To take leadership and management responsibility for the development and shaping of dynamic and creative plans for children and young people living in the home, with a complex range of needs due to, but not exclusively, early trauma and attachment. These children and young people often struggle to build relationships and understand their emotions which can result in complex and risk taking behaviour. Children and young people may need additional therapeutic support or specialist input which you will be responsible for identifying within the care planning process to ensure these needs are met.
- You will manage the home in order to safeguard and promote the well-being of children and young people, taking the role as designated safeguarding lead for the home; and take all reasonable steps and support staff in the home to locate and ensure the safe return of any people who are missing from the home. You will be committed to safeguarding young people and have an excellent understanding of child protection procedures.
- Ensure the home operates within the Quality Standards and Children's Homes Regulations (2015), paying attention to detail to ensure the home is judged as 'good' or 'outstanding' by Ofsted. The post holder will lead the Regulation 44 monitoring visits and regulatory inspections from Ofsted, as well as supporting the staff to contribute to the process. You will ensure that timely, focussed action plans are developed and implemented to meet any requirements or recommendations following Regulation 44 monitoring visits or Ofsted inspections. You will coordinate the Regulation 45 Quality of Care Reviews every 6 months, ensuring that feedback is gained from all stakeholders to inform and develop the Children's Home Development Plan.
- You will ensure that the home has a staff development and training programme that enables staff to be skilled and knowledgeable in order to meet the needs of young people in the home as defined by the Home Statement of Purpose and Function you will provide formal and informal supervision to staff and undertake appraisals. Take responsibility for the development of staff, participate in the recruitment and retention of staff. Share knowledge and experience with the team and identify opportunities for the continuing professional development of the staff. You will monitor and ensure that all mandatory training is undertaken and kept up-to-date, as well as delivering training when required.
- You will lead and manage the staff team in supporting the day to day physical and emotional needs of the children and young people in accordance with Racial, Cultural, Religious, linguistic and dietary needs. You will ensure children and young people are supported to attend school, enjoy leisure activities, stay healthy and kept safe. The children/young people we look after have experienced significant trauma which requires high levels of compassion, empathy, resilience and understanding. Due to this trauma, they can present challenging behaviour, including self harm, physical outbursts, and risk taking behaviour, where we have a responsibility to make them feel safe.

About you

Experience

The applicant is required to provide evidence of having previously spoken fluently to members of the public in order to meet the Advanced threshold level outlined under Special Knowledge above.

Regulation 28 identifies the following experience as necessary for a person managing a Children's Home:

Within the last 5 years, they have worked for at least 2 years in a position relevant to the residential care of children; and

They have worked for at least 1 year in a role requiring the supervision and management of staff working in a care role (i.e. a position which consists mainly or solely of providing care for children

Experience of care planning and quality assurance commensurate with the Registered Manager role

Substantial experience of direct work with children and young people and their families

Experience of quality assurance processes and systems

Qualifications

Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services with Children and Young People's Residential Management Pathway.

Equivalent Qualifications as set out in ANNEX A –Qualifications for staff working in children's homes, Guide to the Children's Homes Regulations including the quality Standards, April 2015

Level 5 Diploma in Leadership and Management for Residential Childcare.

NVQ Level 4 Leadership and Management for Care Services

Working Conditions

The post holder must be able to work evenings, weekends and Bank Holidays as required by the needs of the service.

Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010 in relation to Disability Provisions.

Special Conditions

The Warner Process will be completed to ensure candidates have the psychological resilience required to work in a Children's Home



Safeguarding Responsibilities

Bradford Children and Families Trust is committed to safeguarding and promoting the welfare of all children who use our services and as such expects all staff to share this commitment.

Successful applicants will be required to complete the relevant safeguarding checks. An DBS check will be requested.

We are an equal opportunities employer.

