



Residential Children's Homes Service Manager Grade 16

Job purpose

Kirklees Vision for our Children's Homes

Our vision for Kirklees children's homes is to provide fantastic places for our children and young people to live and grow up in and for our staff to work in, providing a 'family' environment where children and young people feel safe, cared for, and loved.

Our staff in our homes constantly strive for better outcomes for our children and see no limits to what is possible whilst delivering our services to the highest possible standards.

Kirklees Council is committed to providing high quality residential care and support to our children and young people living and growing up in our children's homes. We believe that every child is entitled to a childhood where they experience safe, consistent parenting, love, care, and support wherever they live throughout their childhood.

The purpose and role of our Residential Children's Homes Service Manager is to ensure effective leadership, modelling, and accountability for all aspects of our residential children's estate and related Short Breaks Services and to develop, deliver and drive a culture of continuous service improvement across our residential services and partner services/organisations in our journey to outstanding.

This role is based within [Children and Families](#). Find out more about [working for Kirklees](#).

Key areas of responsibility

As our Residential Children's Estate Service Manager your role will be to provide direct leadership and oversight across our residential estate. You will be responsible for all aspects of management and leadership for our homes under including providing assurance for all regulated service activity. The Residential Children's Estate Service Manager will hold specific responsibilities to ensure effectively safeguarding systems and structure are in place and are effective. You will work alongside senior colleagues within children's services to deliver effective quality assurance across all aspects of your service including finance, administrative and safeguarding systems. You will provide direct line management to the authorities Registered Residential Managers and ensure that there is consistent cover and support arrangements in place across our residential estate whilst providing that all aspects of the home's delivery conform to the requirements set out in current regulation and statutory guidance.

The Residential Children's Estate Service Manager will lead the Service's leadership team and directly report to the Head of Service for Sufficiency and Homes for Children.

As the leader of our Residential Services, you will be responsible for ensuring that high standards of professional care are promoted and maintained and that the homes are run in accordance with all Children's Home Regulations, Legislation, and Quality Standards.

You will work together with colleagues from multi-agency service areas and organisations to provide and maintain a safe living and learning environment that promotes the safety and welfare of children and young people. You will lead through modelling a restorative and solution focussed approach with children, young people, and colleagues.

Support you can expect in your role.

We recognise that to enable you to deliver the high standards of leadership required in your role, you will require continuous high-quality supervision and support, appraisal, and access to continuous professional development.

As the senior leader of our residential estate, you will be provided with high quality line management support including supervision and appraisal. You will be supported in developing and maintaining your expertise regarding all aspects of Residential Children Homes regulations, quality standards and Leadership.

You will lead a highly skilled leadership team of Registered Residential Managers dedicated to delivering high quality outstanding children's homes.

Requirements and Eligibility

This role requires you to continuously demonstrate skills, interest, and a visible passion to lead services that deliver and embed innovative therapeutic evidenced based childcare/parenting support exemplifying this across their staff team, to the children and young people and their families.

Essential to the effective leadership of our residential estate is ensuring that service leaders hold an extensive knowledge of the Children's Home Regulations 2015, the Quality Standards, and the Ofsted inspection framework alongside a knowledge of the physical, psychological, and social development of young people.

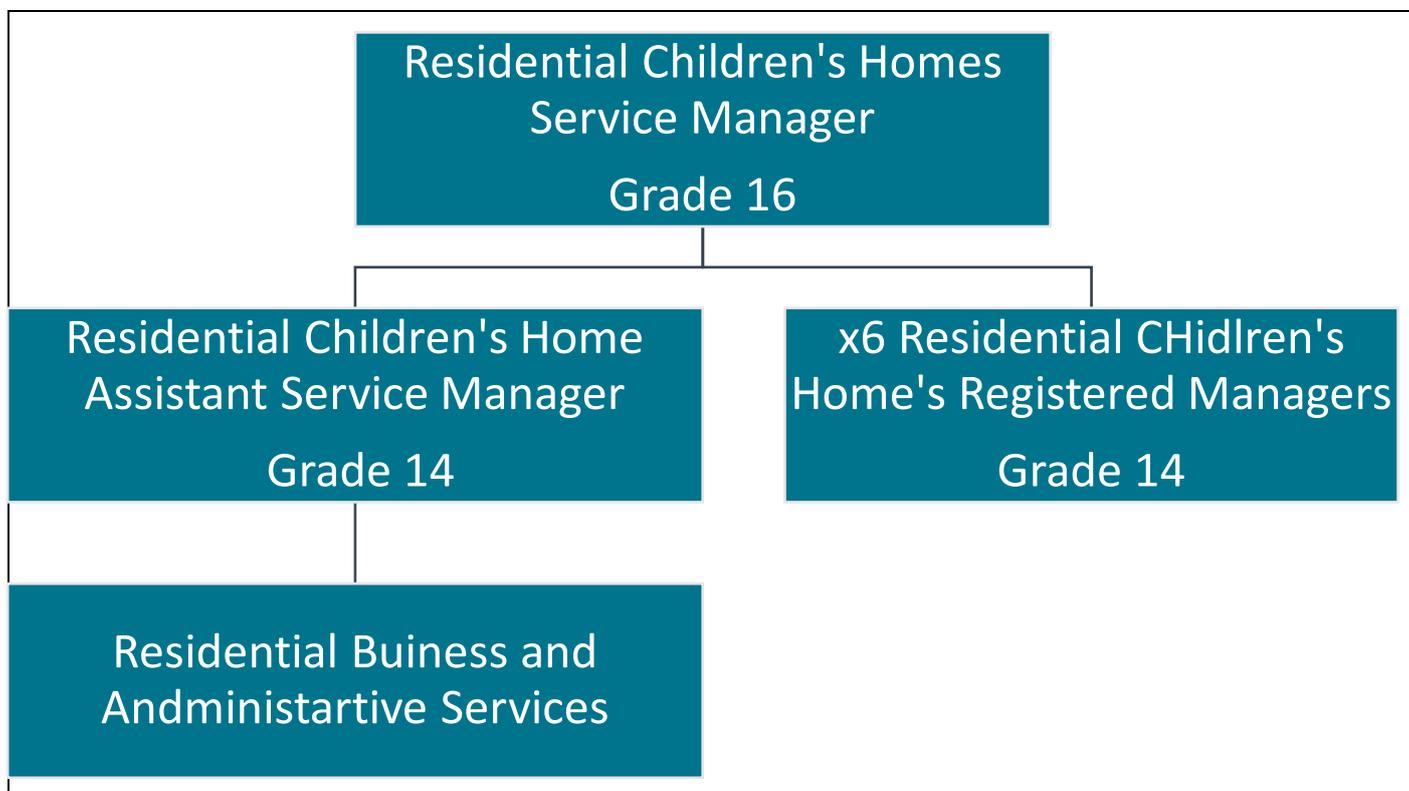
You will be able to demonstrate an in-depth knowledge of safeguarding and child protection procedures and ensure these are always implemented effectively in our home/s.

You are required to demonstrate and deliver enhanced communication skills to a range of audiences including children and young people, families, colleagues, partner services, members of the public and elected members.

You are required to produce, oversee and quality assure a range of reports and written communications. Understanding demonstrating the ability to analysis data and information related to service deliver and budget management is essential.

The leadership role requires providing a visible presence to model service expectation and monitor activity the having a significant presence across the estate with the ability to work flexible hours to respond to service need. Flexible working arrangements are in place to ensure that the post holder can deliver all aspects of the role.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Extensive knowledge of the Children's Home Regulations 2015 and the Ofsted inspection framework.	Essential
Knowledge of the physical, psychological, and social development of young people.	Essential
In-depth knowledge of Safeguarding and child protection procedures	Essential
Experience of applying a therapeutic model.	Essential
Knowledge of budget/procurement/HR processes.	Essential
Social Work Qualification or Level 7 Diploma in Leadership and Management or equivalent, or ability to work towards.	Essential
Leadership and People Management skills.	Essential
Budget management skills.	Essential
Exceptional communication skills.	Essential
Substantial experience of working in a registered residential setting with young people and their families.	Essential
Significant experience managing and Leading teams/services.	Essential
Accepts an enhanced DBS and barred list check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 3. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

Able to work unsocial hours.

DBS check at the appropriate level.

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience, and grade of this job.

For Office Use Only:

Job Category	Residential Care	Grading ID	67800
Job ID	TBC	Last Updated	February 2023
Job Focus	Yes	Career Progression	No

Contractual Variants

DBS Category	Children	DBS Type	Enhanced + Barred
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	No	Other	
Checked by HR	M Lunn		