

Residential Lead Grade 14

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and the people of Staffordshire
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

Our aim is to create an environment where families are supported to stay together safely and live well in their communities by building on their strengths. This is the right thing to do. Families tell us they do not want to be in services and evidence says that lives are better when needs can be met early within the family or community.

Working in this way is also more sustainable. We can support more families to live better lives if we focus on addressing needs as early as we can. This report details the changes we have already made across the children and families system.

We will continue to build a strengths-based approach which will promote a culture of inclusion and support to enable children to achieve their best outcomes.

About the Role

The role will be responsible for the leadership, management, supervision and performance of a designated range of functions within regulated services, providing specialist interventions and provisions to support those children in need, on the edge of care and looked after

Perform a lead role in the delivery of Families and Communities performance in relation to inspection and successful delivery against the local and national performance indicators including statutory regulations and targets.

Provide technical expertise in relation to Quality Standards for Children Homes and Children Homes Regulations to develop effective and collaborative working across the children system to identify, support and provide short breaks packages to stabilise life at home or residential placements to help prepare young people to return home whether is safe to do so, or move on to alternative living arrangements

To be the named Responsible Individual for Staffordshire County Councils Children Homes

Reporting Relationships

Responsible to: Head of Children in Care and Care Leavers

Responsible for: Residential Childrens Homes, Disability Resource Centres and Stafford Short Breaks

Key Accountabilities:

The overall accountabilities for the Residential Lead are to ensure that Staffordshire's children homes and short breaks services are compliant with Children's Homes Regulations, operating within the remit of their registration; are of high quality and used effectively and are flexible in adapting to provide a range of support packages to meet the needs of disabled children and their families, those on the edge of care and looked after children and young people.

1. To provide technical expertise and oversight for those children who are in our Residential Settings and ensure that the needs of these children are visible, co-ordinated, integrated and underpinned by current legislation, regulations and guidance.
2. Be an advocate and champion for the voice of children within our care settings, ensuring that their needs are visible and understood; offering high support and high challenge to address inequalities across the children's system and ensuring appropriate engagement in forums to influence and shape the children and families agenda.
3. Working in partnership with the District Leads, Children's Residential Settings and the Head of Market Development and Sufficiency to deliver a high-quality service provision that meets the needs of our young people enabling them to be supported effectively within the community and within the framework of current legislation, regulations and guidance.
4. To lead and motivate operational residential managers and their staff teams in ensuring high standards of service are offered from, and within the homes to ensure that the needs and aspirations of these children and young people are identified and met.
5. To work collaboratively across the Children System to ensure that children and families who require services are responded to in a timely and effective manner and support placement stability and rehabilitation back to families where appropriate.
6. Ensuring that all staff members are aware of, and adhere to, the policy framework in which they are required to perform including statutory and regulatory inspection frameworks and feel empowered to act and make decisions within the parameters of their roles.

7. Ensure there are effective systems to receive and respond to requests for support and that impact assessments are completely in a timely manner avoiding drift and delay in decision making.
8. Ensure an outcome-based model of performance is adopted and that delivery plans are in line with appropriate national standards, targets and indicators and implement arrangements for monitoring, reporting, inspection, quality assurance and best value practices across residential services and the children systems in conjunction with Performance and Intelligence colleagues.
9. Ensure that a thorough understanding of the service area is developed and that, together with partners, a strategic needs analysis is drawn up which informs the service design, predicts future demands and delivery based on service user's needs.
10. To take a proactive approach to circumstances or situations which may arise that requires high challenge and high support to problem solve and finding resolutions within the service and across children system.
11. Be creative how resources are deployed within the service to provide a flexible response to needs and demands in children system.
12. Ensure Residential staff are sufficiently skilled and resilient to hold risk and have good support mechanisms and access to training and development opportunities.
13. Deliver services within agreed budgets and establish mechanisms to monitor and manage budget pressures and identify any efficiencies across the service.
14. Be part of the emergency duty service rota
15. Undertake any other reasonable duties commensurate with the grade and nature of the post and deputise for senior managers where appropriate.

Other Information

This post is designated as an essential car user.

The post holder will need to meet the travel requirements of the role locally / regionally

This post has no political restriction.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.






Safeguarding


Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Person Specification

 A = Assessed at Application
 I = Assessed at Interview
 T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
  	Qualifications/Professional membership <ul style="list-style-type: none"> Degree level qualification or equivalent; Relevant Social Work qualification registered with social work England A relevant professional/management qualification or evidence of substantial management training 	All A/I
 	Knowledge and Experience <ul style="list-style-type: none"> Substantial post qualifying experience of working substantially in social work services to children and families; Detailed knowledge and understanding of Residential services and safeguarding Substantial experience of managing residential services for children and young people Substantial supervisory and management experience and knowledge of relevant HR guidance and procedure relating to people management. Experience of partnership working and integrated service delivery; Demonstrable experience of successfully leading, managing and motivating a high performing team; Proven ability to embrace innovative practices and developments, lead change and pilot new initiatives; To have an understanding of the needs and other vulnerabilities facing children, young people and Families; Financial management experience including managing and monitoring staffing and procurement budgets; A detailed knowledge, understanding and experience of policy and procedures, and the development of such, in relation residential services, the care and protection of children and safeguarding; Knowledge of national reviews and proposed changes to public services; Evidence of ability to manage and hold risk appropriately; Experience in the management and investigation of complaints 	All A/I

	<ul style="list-style-type: none"> • Knowledge of primary legislation, statutory guidance and national reviews in relation to the delivery of residential services to children and their families • Knowledge of systems and processes to facilitate improvement in service quality and performance 	
	<p>Skills</p> <ul style="list-style-type: none"> • Proven leadership qualities and the ability to inspire and motivate; • Strong inter-personal skills with proven ability to develop and sustain effective relationships; • High level analytical, presentational and communication skills; • High level risk assessment skills; • Ability to work under pressure in potentially stressful situations and meet competing deadlines; • Ability and experience of using IT systems • Excellent communication skills both verbally and written. • Supportive and committed to personal and professional development • Ability to travel to various locations as required both within Staffordshire and outside of the County (special arrangements can apply for people with disabilities) • Ability to make sound judgements and risk assessment based on analysis of the relevant facts in crisis situations. • Supportive and committed to personal and professional development • Promote a restorative culture in the service which support manager and staff to achieve positive outcomes for young people 	<p>All A/I</p>



*If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview. This scheme will also apply to Care Leavers and Armed Forces/Veterans.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre Plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille,
another language on cassette or disc, please ask us by contacting
Talent & Resourcing Team 01785 278300