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Job Description

Job Title: Registered Children's Home Manager.

Reports to: Director of Residential Services

Organisational Relationships:

The post holder will be accountable to the Director of Residential Services. The Registered Manager will be responsible for all staff working within or from the Children's Home as identified by the Director. The Registered Manager will be supported by an Assistant Manager and a central office.

Description of Role:

You will be Registered Manager for a small (three or four-bedded) Children's Home in the Harlow/Braintree/Dunstable area. The post holder will be responsible for managing all aspects of running the Home, for medium to long term planned placements (N.B. emergency short-term placements are also occasionally accommodated) to ensure young people are supported and prepared to move on to independent living.

To ensure that high levels of emotional and physical care, appropriate activities, comfortable accommodation and the service of keyworkers are planned, provided and applied in accordance with home's Procedures and Strategies.

Context of the Post:

This post has been identified as being specific to the Statement of Purpose relating to the services provision of a medium to long term placement home.

The post holder will be the 'Registered Manager' for the home as specified in the Children's Homes Regulations 2015 and required to fulfil the obligations set out in the Quality Care Standards 2015. The home will provide medium to long-term placements for young people where the plan indicates this to be the most suitable intervention. Therefore, emotional sustainability, sound partnership practice, verbal and written communication techniques, the ability to form lasting relationships, commitment to working issues through, to be tenacious in working in a planned way to achieve the best outcomes for the young person through establishing small achievable targets are required.

Duties and Responsibilities Specific to the Post:

- To be responsible for the management, co-ordination and development of a range of quality services for young people referred and/or accommodated within the home.
- To ensure the Home exceeds all standards prescribed within the Quality Care Standards 2015.
- To ensure the young people's needs are met in line with the 5 Every Child Matters outcomes.
- To promote the practice of working in partnership with young people, their families, other staff within Era Care Ltd, and other agencies, in order to meet the needs of young people.
- To provide effective leadership by implementing organisational strategies, in order to enable objectives of Era Care Ltd to be achieved.
- To promote team development and effective team working.
- To maximise the effectiveness of staff through motivation, development and the application of Era Care Ltd personnel policies.
- To take the lead in setting standards and evaluating achievements; to take a proactive role in securing improvements in the quality of services provided by Era Care Ltd.
- To contribute to the development of corporate policies and service initiatives, aimed at improving the service provided by Era Care Ltd.
- To ensure that there is a Statement of Purpose in place, which is appropriate to the needs of young people and outlines qualifications, experience and expertise of the staff employed within the homes.
- To set and review targets and objectives for the home's staff team in order to ensure that work is focused and has clear direction.
- To provide operational management of the staff team and to deploy appropriate staff resources in order that key tasks are fulfilled. To ensure that sufficient back up resources are available in emergency/out of hours situations including participation in an out of hours 'On-Call' rota.
- To have line management responsibilities for a staff team, ensuring that all staff receive appropriate induction, supervision and appraisal.
- To be responsible for ensuring a full flow of information into and out of the team and to develop effective communication strategies and systems which assist staff in the operation of their duties.

- To take a lead role in the gate keeping and allocation of a range of services provided to meet the identified needs of young people.
- To be responsible for the effective management and development of a range of quality direct services to young people. To ensure that the policies and procedures of Era Care Ltd are implemented.
- To actively participate in recruitment, grievance, disciplinary, health and safety and other staffing matters with support from the HR Manager.
- To ensure that staff training and development needs are identified and ensuring that those needs are met. To assist in training staff as required.
- To ensure that all Health and Safety Regulations are complied with in accordance with Era Care Ltd's policies, procedures and practices.
- To regularly inspect the condition of the structure, fabric, furnishings and fittings of the building to ensure that all necessary equipment, etc. is in good working order and of a reasonable and acceptable standard of repair.
- To ensure that effective finance budgets, control, administration and records comply with Era Care Ltd's expectations and procedures.
- To promote and implement the companies Equality and Diversity policies and procedures.
- To ensure that staff understand and implement the companies Child Protection Procedures.
- To undertake any other such duties as required by the Directors, commensurate with the grade of the post.

Note: This post is non residential, but the post holder will be required to be part of a management rota providing out of hours support for the Company. A full manual driving licence is essential, and you are required to drive the young people to appointments, home visits, school, local authorities etc.

Common Duties and Responsibilities

Quality Assurance

To set, monitor and evaluate standards at individual, team performance and service quality so that the user and Company requirements are met and that the highest standards are maintained.

Communication

To establish and manage the team communications systems ensuring that the Company procedures, policies, strategies and objectives are effectively communicated to all team members.

Professional Practice

To ensure that professional practice in the team is carried out to the highest standards and developed in line with the Company stated objectives of continual improvement in quality of its service to internal and external customers.

Health and Safety

To ensure that the Health and Safety policy, organisation arrangements and procedures as they related to areas, activities and personnel under your control are understood, implemented and monitored.

General Management

To provide vision and leadership to staff within a specialist team, ensuring that effective systems are in place for workload allocation and management, the application of the companies policies and procedures, including those relating to equality, supervision and appraisal and all aspects of their performance, personal development, health and welfare.

Financial Management

To manage a designated budget (as required) ensuring that the company achieves value for money in all circumstances through the monitoring and control of expenditure and the early identification of any financial irregularity.

Supervision and Appraisal

All members of staff will receive supervision and appraisal and it is the responsibility of each member of staff to follow the companies procedure in respect of supervision and appraisal.

Equality and Diversity

As an organisation we are committed to promoting a just society that gives everyone an equal chance to learn, work and live free from discrimination and prejudice. To ensure our commitment is put into practice we have developed policies, which will seek to remove any barriers to equality of opportunity and to eliminate unfair and unlawful discrimination. These policies apply to all employees of Era Care Ltd.

Confidentiality

All members of staff are required to undertake that they will not divulge to anyone personal and/or confidential information to which they may have access during the course of their work.

Induction

Era Care Ltd has in place an induction programme designed to CWDC standards to help new employees to become effective in their roles and to find their way in the organisation.

Physical Conditions and Location

Location: Braintree/Harlow/Dunstable.

Pay and Conditions

Starting Salary: Negotiable.

Annual Leave: 28 days per annum (8 Bank Holiday's and 20 days A/L)

Hours: 40 hours plus additional on-call services (rota).

Responsible to: Director of Residential Services

Probation: Appointments are subject to satisfactory completion of a probationary period, normally 6 months.

DBS Disclosure: An Enhanced DBS Disclosure will be required for this post.

Legal and Statutory Responsibilities

All staff must be prepared to comply with Era Care Ltd's Health and Safety policies and attend relevant statutory training as required.

Era Care Ltd is committed to diversity and inclusion of staff and service users. All staff are required to demonstrate their commitment to these policies in their day to day work and to treat others with dignity and respect at all times.

Corporate Responsibilities

All staff are expected to demonstrate a commitment to the vision, aims and core principles of Era Care Ltd and be prepared to contribute towards these aims within their staff team.

To Apply

For an application form please telephone Allie Phipps (HR Manager) on 01279 600760. Alternatively, please email recruitment@eracare.co.uk. Applications received after the closing date cannot be accepted.

Person Specification: Registered Residential Manager



FACTOR	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications	QCF Level 5 in Childcare or Equivalent Full UK Manual Driving Licence	Any of the following: QCF5 Health and Social Care (CYP) DipSW or equivalent NVQ4 Leadership and Management	Application Form
Experience	2 years experience working with children in the last 5 years and at least 1 year at senior level Supervision or management experience Working with children, young people and their families Work in a residential setting Inter-agency work	Any of the following: Budget management Familiarity of IT systems Developing and monitoring systems Human resources practices Supervision and delivery of training, e.g. NVQ Assessor Organising and co-ordinating delivery of services	Application Form
Knowledge and Understanding	Children Act 1989 and associated regulations and practice guidance e.g. Howe, Warner, Utting, etc Every Child Matters Procedures including Child Protection and Children in Need Policies including Assessing Outcomes, Children's Rights, Equality and Diversity National Minimum Standards and Children's Homes Regulations Care Planning and reviewing processes Risk and risk management	Any of the following: Human resources practices Range of social care services provided to children and young people Working knowledge of quality assurance systems Health and Safety Regulations	Selection process Work examples
Skills and Abilities	Stability: Emotional resilience and maturity. Balanced prospective Creativity: Ability to be imaginative but practical about childcare Drive to see things through Flexibility: Capable of performing a wide variety of tasks Ability to sustain and work through placement issues thus reducing unnecessary moves for young people Fitness: To be 'fit' to manage the home in accordance with current Children's Homes Regulations and National Minimum Standards for Children's Homes		Selection process References DBS check 'Fitness' Interview with Ofsted