

Job specification

Job title: Registered Manager

Service: Residential

Grade: G10

Reporting to: Service Manager

Your job

You will lead the “Hub” to ensure the delivery of outstanding respite and outreach services to children with disabilities. You will work closely with the Deputy Manager to provide a range of creative support for young people on the edge of care or close to the edge of care.

As a leader of the service you will drive a defined culture, intervention practice model and promote solution focussed and restorative approach across practice. You will lead and develop a highly skilled team that has the flexibility, capacity and resilience to work with complex young people and their families/carers.

The service will provide highly responsive care that is co- designed with children and their families, built on trusting relationships and assets of young people and their families/carers. You will ensure the team focuses on our vision of ensuring every child and young person becomes a confident, resilient adult by focussing on building strong relationships, developing resilience, learning life skills and exploring future opportunities.

The Council is committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner’s office (regulating data protection compliance in the UK).

In this job you will

On an ongoing basis you will:

- Be responsible for the management of the hub, a multi-agency partnership between the local authority and partners
- Provide strong leadership using a range of management styles and ensure there are appropriate resources across the hubs
- Manage and deliver a flexible service across a range of settings in accordance with “out of hours” provision and rota based working
- Be responsible for a range of diverse placement options for the most complex, high risk young people, including respite care and bespoke placements
- Develop strong and effective partnerships and working relationships with Children’s Social Care, Children Looked After and other key partners to drive effective delivery of CIN, CLA, CP plans that improve the outcomes and aspiration of children and families
- Ensure guidance and operational oversight to support the robust prevention of children becoming unnecessarily looked after or experiencing unnecessary placement breakdowns
- Manage the recruitment, training and development of staff
- Rigorously self-assess against standards, regulations and Ofsted Inspection Frameworks
- Provide clear management, leadership and direction using evidence based practice models, including signs of safety and restorative practice

- Effective delivery on and review the Hub's Statement of Purpose
- Report and analyse service performance to ensure continued service improvement
- Ensure that co design and young people's voice is core to all aspects of delivery
- Be a key enabler to reduce the number of Children Looked after and safely maintaining young people in their community
- Work effectively and collaboratively with case holding practice managers and social workers and other cross functional colleagues and partners
- Provide advice, guidance and support to Children's Social Workers to develop ambitious care plans that support delivery of these ambitions
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need

You must be able to demonstrate the following essential requirements:

- Level 5 Diploma in Leading and Management for Residential Childcare or equivalent
- Be committed, persistent and passionate about improving outcomes for the most vulnerable and complex children and families
- Have a detailed knowledge of Children's Homes Regulations and Quality Standards
- An understanding of national best practice and leading innovation programmes
- Substantial and relevant experience of working with the most complex young people and a track record of improving outcomes
- Experience and ability to lead and motivate a team and operate in a dynamic flexible environment
- The ability to lead and drive a defined culture, intervention practice model and promote solution focussed and restorative approach
- A solution focussed can do positive approach and ability to work flexibly across a range of settings that includes an "out of hours" provision and rota based working
- The ability to meet the travel needs of the post. Please be aware that this may involve significant travel implications and will involve transporting children and families

Our culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **Be Wigan** behaviours.

Be Positive... take pride in all that you do

Be Accountable... be responsible for making things better

Be Courageous... be open to doing things differently

Individuals with line management responsibilities are also expected to ...

Inspire... lead by example and help others to see the big picture

Care... show genuine concern for people as individuals and value their contributions

Engage... I connect with others both within and beyond the organisation

Staff Deal

Our Staff Deal is an informal agreement with all staff. It outlines what you can expect from us, and in return what we expect from you

Staff Deal



Our part

- Provide strong, honest and visible leadership
- Reward your commitment and hard work
- Care for your health and well being
- Listen to you and put your ideas into action
- Support you to give something back
- Offer opportunities to learn and grow
- Be one team, one council
- Believe in you

Signed

Donna Hall CBE, Chief Executive

Your part

- Listen, be open, honest and friendly
- Be efficient, flexible and professional
- Care for your health and stay active
- Tell us how we can improve
- Give something back whenever you can
- Take opportunities to learn and grow
- Be one team, one council
- Believe in yourself and our borough

Signed

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