

Job description

Job title

Registered Manager

Hours

37.5 hours

Contract

Permanent

Role profile and grade

PCS55A – Grade 5, Point 13

Salary

Starting salary - £49,583 per year with biennial salary increments (£25.61ph).

Additional Payments

Sleep in payment of £107.60 per sleep

Enhanced pay for weekend shifts - 25% added to your hourly rate of pay (£32.01ph).

On-call payments, Standard £44, Weekends £88, Bank Holiday £132

Location

Romiley, Stockport

Reports to

Senior Managers - Operations

Type of DBS required

Enhanced, Child & Adult Workforce & checked through both the Child & Adult Barred Lists (we will apply for this on your behalf)

Job purpose

To manage the residential care team and have responsibility for the residential homes, ensuring a high-quality service within the home is developed and performed within the organisational policies and procedures, the National Minimum Standards and the legislative framework pertaining to children and young people. Safeguarding children and vulnerable people is a priority for all employees.

The post holder will be based at one of our residential Homes. Employees should note, however, that they are employed by the Trust and may be required at some point to work at other appropriate Together Trust Homes. It is required for the post holder to undertake and achieve Fit Person status with the regulatory body Ofsted.

Within this role the post holder will assist the Trust to meet the new demands of the Government's Children Service Agenda and focus on quality assurance within the Home, monitoring standards of care to meet the varied emotional, physical, social, cultural, religious, educational and development needs of the young people. The Registered Manager is required to attain and maintain standards as specified within National Minimum Standards.

The young people will have a variety of difficulties for which they will need varying levels of care and support, and in many instances the work can be varied and unpredictable. All staff are therefore expected to work flexibly, and tasks not covered in the job description have to be undertaken.

The Registered Manager will also be expected to work flexibly when required including weekends, evenings and on occasion, the young people's holidays, as well as attending meetings, staff meetings, supervision, annual appraisals, training, and young people's reviews. The registered manager will be part of a team of on call managers that will support the Trusts Residential and Community out of hours service.

There is an expectation that the Registered Manager, will take full responsibility for the staff team and the home. For complex issues or clarity, the post holder should consult with a Senior Operations Manager or the Head of Service if the Senior Operations Manager is unavailable. At all times, the post holder is expected to conduct themselves professionally and adhere to Together Trust Policies & Procedures.

Key responsibilities

- Develop a style of leadership and organisational culture to ensure open and participatory management and practice, promoting the wellbeing of all individuals and a positive image of residential care.
- Identify opportunities to develop and implement working partnerships with those Agencies wishing to contract for services provided by Together Trust.
- Promote the Trust's Values and Principles, ensuring that all work in the development and delivery of homes plans is carried out within the Strategic Statement.
- Establish an enabling culture, and effectively manage a provision which enables the young people to achieve optimum outcomes in a safe and secure environment.
- Implement practices which foster positive working relationships and productive networks with all stakeholders and local communities.
- Select, recruit and retain staff to ensure a safe, nurturing and positive environment.
- Take responsibility for the development and motivation of the staff team, individuals and self to enhance performance to include timely supervision and appraisals.
- Ensure delegated budgets are adhered to within the Trust's financial procedures, including the achievement of income generated targets.
- Devise and monitor systems to ensure that the staff team carry out all duties and responsibilities as prescribed within their job descriptions, relevant occupational standards, National Care Standards and the Trust's policies and procedures.
- Take responsibility for managing the strategic direction and development of the home, consulting and working with other agencies to produce proposals and plans as required.
- To take lead responsibility for maintaining quality standards within the home. This includes regulatory requirements i.e. regulatory monitoring, pre inspection questionnaires and following through all

actions and requirements from inspections to ensure that positive ratings are achieved.

- Take responsibility for the promotion of safeguarding and the welfare of children and young persons for who s/he is responsible for.

Other responsibilities

- Actively engage with the Together Trust's vision, mission and values.

Commit to promoting equality, diversity and inclusion.

Additional information

The work at the Trust for those working directly with the children and young people can on occasion be physically demanding and employees must be able to undertake in full the requirements of the job and requisite training.

For the safety of staff and the young people, training will be provided to assist employees to carry out their role, specifically the Movement & Management of Loads & People, Emergency First Aid and PROACT SCIPr UK training (this provides staff with the skills to carry out the sometimes-necessary safe holds in a non-threatening way). Employees will be required to fully participate in all training.

Having a disabling condition does not preclude you from working for the Together Trust. However, you should make the Together Trust aware of any adaptations required to enable you to undertake the work.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all its staff and volunteers to share that commitment.

Person specification

You will need demonstrate the extent that you have the necessary requirements for this role. Please use examples in your application how you match the criteria in the person specification and your experience of the responsibilities outlined for the role.

	Essential	Desirable
Education, qualifications and training	NVQ level 4 Health & Social Care (HSC Children) AND NVQ Level 5 in Management OR Leadership & Management in Care Services (LMCS Children) (combined management & care award). OR Registered Manager's Award (RMA Children) (combined management & care award).	DipSW, CQSW, CSS, Social Work degree.
Experience and skills	Ability to pass registration interview with OfSTED within 3 months. Evidence of continuing professional development. Significant residential child care experience. Ability to organise and manage the planning and implementation of new developments within time constraints. IT Skills. Good oral and written communication skills to	

	include complex report writing. Good professional interpersonal skills. The ability to facilitate staff training and development sessions. Ability to understand budgets and income generation. The ability to work flexibly and creatively.	
Knowledge and understanding	National Care Standards Child Development Children Act 2004. Working Together to Safeguard Children 2006. Every Child Matters – 5 outcomes. Management/supervisory experience. At least 1 year experience in management and supervision of staff. Ability to demonstrate effective leadership. Working in other settings. Multi-disciplinary ways of working in order to meet clinical, physical and emotional social needs. Ability to achieve service delivery to national standards. The formulation and	

	completion of care plans and risk assessment.	
Other	Current Clean Driving licence and access to a vehicle. Passion to develop further services for children/young people.	

Applications are welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status or socio-economic background. We are committed to making reasonable adjustments for disabled people. We positively encourage applications from those with lived experience.

