

Residential Strategic Homes Manager

Service	Reporting to	Location	Grade
Children's Services	Head of Service for Integrated Cared for Children	Unity House	Pay band E

About the role

- To provide strategic and service leadership, robust management and decision making in relation to the children's residential homes in the City to ensure the needs of children and young people in Salford are met.
- To lead the provision of Salford City Council's children's residential home and 16 plus provision ensuring statutory requirements are fulfilled and that each home delivers high quality, safe care to our children and young people.
- To be the Responsible Individual for the children's homes within the City.
- To be responsible and accountable for meeting strategy and Ofsted requirements and regulations relating to our children's homes. You will ensure that the Children's Homes are always in compliance with the Quality Standards, Ofsted and Health & Safety requirements.
- To ensure the wellbeing of children and young people and the delivery of the future outcomes for the children within our homes.
- Establishing effective relationships across Children's services, throughout the Council, with our Safeguarding Partnership and with our partners to achieve strategic and service Leadership.
 - To have strategic responsibility for the performance management of the residential homes ensuring high levels of performance within and across the City's children's homes and support forward thinking and innovative frontline service delivery.
 - To lead and develop innovative practice within Children's Services, focused on improving outcomes for children living within our homes.
- To lead and supervise the Service Managers for Residential in line with the Supervision Policy and associated council policies, ensuring staff are fully supported and skilled to deliver the best outcomes for children and young people.
- To support the Ofsted Preparation within Children Services, working closely with Partners.
- Work with full regard to Salford City Council's Values, Equal Opportunities, Health & Safety and Community Strategy policies
- You must have the ability to develop the service, with an innovative approach, sharing a vision and culture that generates commitment to ensuring that services are responsive to the needs of children within the home.

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- You will have strategic management oversight of the performance within each home and strive to improve the individual Ofsted ratings of each home.
 - You will have sharp focus and monitor all regulation 44 visits and regulation 45 reports as well as Ofsted notifications and respond to any emerging themes or trends.
 - To undertake Human Resource processes where needed. You will liaise with HR, LADO and all key professionals and develop strong partnership working across all agencies.
 - You will ensure that Audits are routinely completed within the homes to provide a strong level of assurance that children and young people are being cared for appropriately and given opportunities to flourish. Any remedial actions, if required are completed satisfactorily in a timely manner.
 - You will represent the residential services by attendance at key meetings across Children's Services and, where required, by way of contributing to the wider children's services planning and development.
 - To show commitment to the delivery of Community Parenting responsibilities within the Council.
 - To lead innovation in the delivery of services, managing resources in the most effective way and ensuring service delivery is aligned to Strategic Plans, with clear objectives that are managed through relevant performance arrangements with appropriate governance.
 - To ensure the council's equality, diversity and inclusion strategy and associated action plans are embedded within service delivery.
 - To identify, respond to and successfully implementing new initiatives and changes in legislation and government policy with a particular focus in respect of children's homes.
 - To lead a culture of learning that inspires employees and provide management support within the division, motivating and supporting all employees to attain the highest professional standards, skills, knowledge, attributes and competencies required to fulfil their duties.
 - To promote the council vision and priorities internally and externally, being accountable to the Head of Service for Cared for Children
 - To be a key part of the management team and contribute to the strategic leadership of services, developing and implementing standards to ensure a cohesive and high performing workforce which embraces cultural change and improves systems and processes.
 - To contribute to effective people management across the division, encouraging a positive employee relations climate and active employee and trade union engagement.
 - To take a strategic approach to innovation and transformation across the service, ensuring a focus on the continual improvements in service delivery and models of practice.
 - To be responsible for reviewing local relevant policies within the homes and ensuring that policies are implemented and adhered to.
 - To provide strategic oversight in respect of the residential budget, ensuring value for money.

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Key outcomes

- Strategically lead the practice within the Council's Children's home.
- You will manage two Service Managers to ensure practice within the children's home is of the highest standard.
- You will oversee any themes or trends in relation to practice within the homes.
- Support and enable innovation approaches to become embedded in practice alongside the Registered Managers.
- Ensure that children are safeguarded within the homes and provided with opportunities to flourish.
- Within the role of Responsible Individual, you will ensure that all the homes remain compliant in respect of Ofsted and the Children's Homes Quality Standards.
- You will be the lead contact with Ofsted and will foster a strong working relationship with Ofsted Inspectors.
 - You will be accountable to the Head of Service for the development and delivery of effective service provision and to inform strategic plans and priorities.
 - You will be accountable to the Head of Service for staff care and development of team, for the health and safety of staff and individuals and the safety of equipment and operations within the team.
 - You will lead on effectively addressing the areas of learning from the Ofsted inspection, to ensure good and outstanding services are in place for all children, young people and families.
- Ability to lead on HR investigations where required.
- Ensure that the homes remain financially viable.

What we need from you

- To be Social work England registered if Social Worker or NVQ Level 5 in Leadership and Management
- Enhanced DBS clearance.
- Robust and detailed knowledge of legislation and Policy in relation to children and families, National Quality Standards, Children's Homes Regulations and Safeguarding Frameworks.
- You will have extensive experience of managing Registered Managers including the development and implementation of improvement plans.
- To have at least 5 years' experience of working in a leadership role within children's residential homes, directly managing Registered Managers
- Proven technical skills and ability in the role with a record of accomplishment for delivering outcomes.
- Professional credibility through proven relevant experience.
- Model and demonstrates our values and leadership behaviours.

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- Promote a culture which supports empathetic compassionate relationships with other professionals, people who use services, and those who care for them.
- Work effectively as a member of a team, demonstrating the ability to develop and maintain appropriate professional and inter-professional relationships, managing challenge and conflict with support.
- Model effective engagement with a wide range of people in challenging situations and support others to develop and maintain effective engagement, including in situations of hostility and risk.
- Ability to contribute to workforce planning to ensure that talent is managed in line with career paths and succession planning.
 - Rigorously monitor and self-assess against standards, regulations and Ofsted inspection frameworks, intervening constructively when required.
 - Strong budget management skills.
 - Ensure quality assurance, undertake effective audits, deliver against key performance targets and ensure positive impact on staff and outcomes.
 - Ability to motivate, engage and develop people to deliver shared outcomes.
 - To be an excellent communicator using various mediums to achieve the best results.
 - To build strong, collaborative relationships to find creative ways to make services more sustainable and flexible.
 - Ability to address complaints effectively by acting as an investigating officer when required.
 - You will actively promote equality by identifying potential for discrimination and challenging inequality in all circumstances. Through personal example, open commitment and clear action, you will ensure diversity is positively valued.
 - You will carry out your duties to the highest standard, with full regard to the City Council and Service's policies, procedures, protocols and Code of Conduct.
 - You will provide inspirational leadership and lead by example to enable staff to support children and young to improve their outcomes and to enable them to reach their full potential.
 - To demonstrate initiative, confidence and personal responsibility for action especially where solutions or ways forward are not clear.
 - To be determined and consistently persist with actions to achieve outcomes
 - Analytical skills and using insight to inform change and plans.
 - Excellent knowledge of Microsoft Office Systems.
 - Ability to travel across Salford and Greater Manchester area either through use of a vehicle insured for business use or using public transport
 - To undertake such additional duties as are reasonably commensurate with the level of the post. You will carry out your duties to the highest standard, with full regard to the City Council and Service's policies, procedures, protocols and Code of Conduct.

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What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Developing your leadership skills

We want to equip our leaders with the knowledge, skills and behaviours outlined in our #LeadingSalford programme. Our aim is to support you to lead highly engaged, motivated teams in today's rapidly changing environment. This will be achieved through a range of bite-size Master Classes designed to help you meet the expectations that we have of our Salford leaders. In addition to the core Master Classes, we also provide accredited leadership programmes which let you build on your experience, learn about emerging approaches, and further develop your leadership practice.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](https://www.instituteofapprenticeships.com/) website.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered

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through our Digital Skills Academy using both self-directed and guided learning

opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme, you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our leadership behaviour framework

Leadership is action, not a position. It's not just what we do but how we do it.

Whatever your role at Salford, we all strive to achieve our vision and the best outcomes for the residents and communities of Salford.

As leaders, we all have an important part to play in achieving our organisational and service priorities. These priorities give us direction and a shared purpose in our roles and should be the focus when making decisions.

We can help make these priorities a reality by living and breathing our Salford values and leadership behaviours.

This framework is broken down into three main areas:



This behaviour framework will support us all to reflect and hold ourselves, and each other to account, as we strive for continuous improvement.

Full details of how this framework shapes our Leaders and is delivered in the workplace can be found on the [Salford Leadership](#) pages of our [greater.jobs](#) website.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

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