



Job Profile and Working for Stockport

Stockport
team
ambition
respect

Stockport

to keep the people of Stockport at the heart of what we do.

Team

to succeed as a team, collaborating with colleagues and partners.

Ambition

to drive things forward with ambition, creativity and confidence.

Respect

to value and respect our colleagues, partners and customers.

Our Council

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team**.

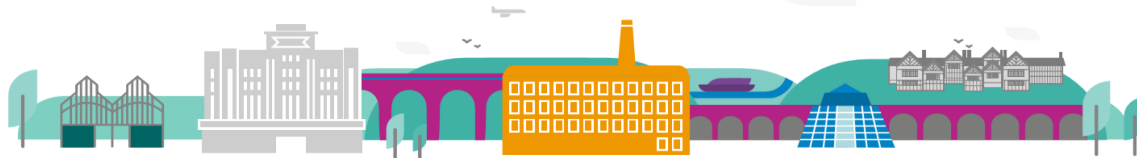
Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>





About the Job

Role:	Deputy Children's Home Manager
Service Area:	Residential
Directorate:	Services to People - Childrens
Salary Grade:	SO1 +2 increments for evening and weekend working

Main Purpose of the Job

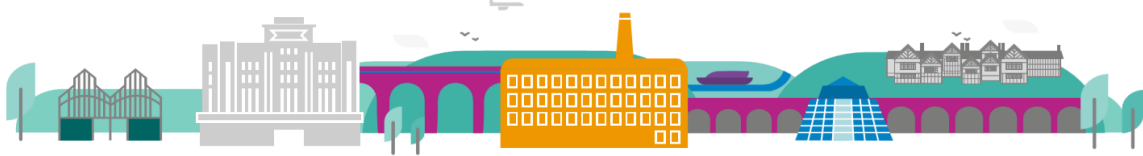
Under the direction of the Registered Manager, the Deputy Manager is the operational leader of Bredbury Green Children's Home. The postholder will provide visible, child-centred leadership, ensure the smooth and safe day-to-day running of the home and confidently deputise whenever the Registered Manager is unavailable. The Deputy Manager will help create a warm, nurturing and stable home in which up to three children aged 8 to 18 experience consistent, individualised, trauma-informed and relationship-based care.

The Deputy Manager will translate the home's Statement of Purpose, Stockport Council's values, the Children's Homes (England) Regulations 2015, the Quality Standards, statutory guidance, Ofsted's inspection framework and Council policies into everyday practice. They will maintain active oversight of safeguarding, care planning, risk, staffing, recording, the home environment and children's outcomes, and will contribute confidently to Regulation 44 visits, Regulation 45 quality-of-care reviews, Ofsted inspections, audits and improvement planning.

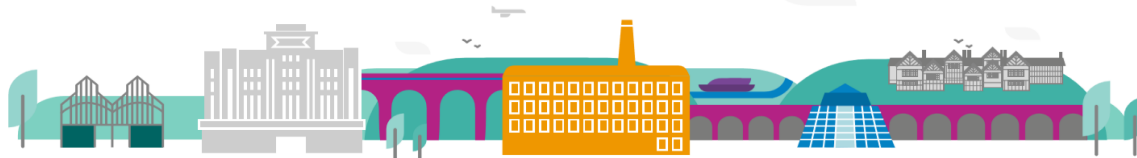
Working closely with the Registered Manager, children, families and professional networks, the Deputy Manager will lead, supervise, coach and develop the staff team. They will model calm, reflective and emotionally available practice; support staff to understand behaviour as communication; promote PACE-informed care alongside safe and predictable boundaries; and create a culture in which staff are supported, professionally curious, accountable and confident to challenge or escalate concerns. The role combines direct involvement in the life of the home with operational leadership, scrutiny, decision-making and quality assurance.

Key Responsibilities

- Confidently manage Bredbury Green in the Registered Manager's absence, exercising sound professional judgement, maintaining continuity and escalating matters appropriately to the Registered Manager, Responsible Individual or other senior leaders.
- Provide a planned and visible leadership presence throughout the week. Participation in the on-call rota is an essential part of the role. You may also be required to work evenings or weekends, or undertake sleep-in duties, when needed to support the home.
- Build and model warm, respectful and professional relationships with children, ensuring their wishes, feelings, identity, communication and lived experience influence care and decisions.



- Lead staff to provide warm, consistent care grounded in relationships, an understanding of trauma and PACE. Help the team set clear, predictable boundaries and respond to behaviour with curiosity about what a child may be feeling or needing.
- Oversee safeguarding practice and respond promptly to concerns, allegations, missing episodes, exploitation and other significant events. Ensure children are protected, appropriate referrals and escalations are made without delay, and required records and regulatory notifications are completed accurately and on time.
- Monitor and quality-assure care plans, placement plans, risk assessments, behaviour-support plans, health and education arrangements, key work and daily records, ensuring they are current, child-centred and translated into practice.
- Have oversight of daily recording and significant-event documentation, ensuring records are timely, factual, respectful, analytically sound and clear about decisions, rationale, actions and outcomes.
- Lead reflective debriefs after incidents, missing episodes and physical interventions; ensure children and staff are supported; identify learning; and make sure plans and practice are updated.
- Provide regular, reflective supervision, probation reviews, observations of practice, coaching and mentoring, and contribute to appraisals. Recognise staff strengths, identify gaps in knowledge or confidence, and offer timely support and learning opportunities to help staff develop and provide consistent care for children.
- Manage rotas, staff deployment and shift cover so that sufficient numbers, skills, experience and continuity are available to meet children's assessed needs safely, including oversight of bank and agency staff where used.
- Support safer recruitment, induction and staff development. Help new team members understand the home's approach to care, safeguarding arrangements, professional boundaries and expected standards of practice, so they feel confident and are equipped to provide safe, consistent and nurturing care for children.
- Oversee key operational and monitoring systems, including Annex A documentation, children's consultation, complaints, medication, health and safety, fire safety, premises checks, staff training and action trackers.
- Contribute to Regulation 44 visits, Regulation 45 reviews, Ofsted inspections, audits, performance information and the home's development plan, translating findings into owned, time-bound actions that improve children's experiences.
- Work closely with children, families and the professionals involved in their lives to understand each child's needs and provide holistic, individualised care and support. Build constructive relationships with social workers, IROs, education and Virtual School staff, health professionals, advocates, police and safeguarding services. Be confident in escalating concerns and respectfully challenging decisions when a child's needs are not being met.
- Support children's education, health, positive relationships, enjoyment, achievement, family time, community participation and preparation for adulthood, maintaining high aspirations without shame or punitive practice.



- Promote equality and inclusion in all aspects of the home's work. Treat children, families, colleagues and partners with dignity and respect, value their individual identities and experiences, and challenge discrimination in line with the Equality Act 2010 and Stockport Council's values.

Additional Information

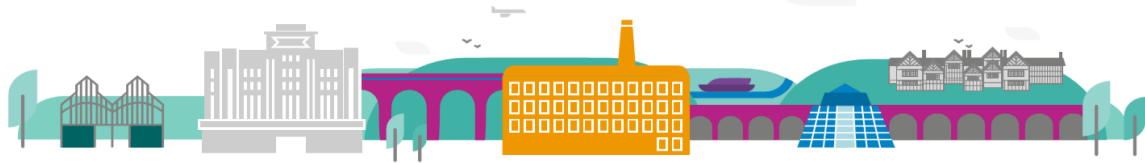
The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.
- Put children's needs, wishes and rights at the heart of your practice. When a child is distressed, respond with warmth, patience and curiosity, while maintaining clear and supportive professional boundaries.
- Build effective relationships and collaborate confidently with children, families, colleagues and multi-agency professionals.
- Lead with ambition, initiative and accountability, anticipating operational issues, making timely decisions and respectfully challenging practice that falls below the expected standard.
- A Level 3 Diploma in Residential Childcare or an accepted equivalent qualification is essential.
- A relevant Level 5 Diploma in Leadership and Management for Residential Childcare is desirable. Where not already held, the postholder must be willing and able to work towards it within agreed service timescales.



- At least two years' experience relevant to the residential care of children within the last five years, including at least one year of experience in a senior or leadership role.
- In-depth working knowledge of the Children's Homes (England) Regulations 2015, the Quality Standards, statutory guidance, safeguarding responsibilities and Ofsted inspection expectations.
- Evidence of leading safeguarding responses, assessment, risk management, care planning, staff supervision, quality assurance and improvement activity.
- Keep clear and accurate records that explain the decisions made and the reasons for them, and use audits, feedback and information about children's experiences to reflect on and improve practice.
- Good written, verbal and digital skills, including the ability to communicate complex or sensitive information and contribute effectively to meetings, reports and regulatory processes.
- Willingness and ability to travel and to work flexibly across shift patterns, evenings, weekends, sleep-in duties and the on-call rota in accordance with service requirements.