Job Description

Team Leader Residential

Overall Purpose of the Job

To lead a team supporting children and young people who may have additional needs to achieve positive outcomes that are important to them in line with the service purpose. These include developing independence, learning new skills, getting on withother people, having fun and doing activities they enjoy.

To work with and support their parents, carers and a wider family so they are confidentin the support and care we provide for their child and have the break they need.

Provide direct line management to a team of residential staff to deliver high standards of care and support, including leading shifts and working with the Registered Manager to ensure compliance with regulatory requirements and organizational policy and procedure.

Ensure the delivery of high-quality care and support that achieves positive and agreed outcomes for children and young people and an outstanding or good or equivalent rating in external inspections.

Deputize in the absence of the Registered Manager.

Main Accountabilities

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1.	Manage and lead a team of residential and other workers on a day-to-day basis in delivering 24-hour high-quality support, including the management of shirts. Ensure that the service meets all the requirements of Cambridgeshire County Council and the regulating bodies.
2.	Lead and be accountable for the achievement of positive outcomes for children and young people and share responsibility for a delegated part of the service and allocated resources. Use the self-evaluation quality assessment framework to ensure that the service is meeting regulatory requirements and to take relevant action to address any shortfalls, in consultation with the Registered Manager.
3.	Ensure that the views and wishes of children and young people are sought, heard and responded to in a way that suits them on a day-to-day basis and inwider decision about their support and the service. Lead by example and ensure you and others have access to and use a variety of communication methods that suit individual children and young people.

4.	Work in partnership with parents and carers and ensure their views and needs are sought, heard and responded to in a way that suits them on a day-to-day basis and in wider decisions about their child's support and the service.
5.	Be responsible for ensuring a safe and positive work and service environment is achieved through compliance with all safeguarding, safer recruitment, health and safety, behaviour support policies and procedures within the defined area of responsibility
6.	Deliver services and lead by example to ensure that staff are supporting children and young people to achieve their full potential. Ensure effective communication, participation, positive behaviour support, personal care, administration of medication, and meeting of health needs and provide access to a range of activities in line with support plans planning.
7.	Lead, inspire, motivate and manage a team of workers and support staff, ensuring the service is appropriately staffed and covered at all times in line with the service purpose and regulatory requirements. Manage staff in accordance with agreed procedures and equally apply the same high standards of management.
8.	Build and maintain positive, professional working relationships by providing emotional and social support to children and young people who can display challenging emotional and social difficulties. Working within the community and other settings to assist the child / young person and their family.
9.	To take responsibility on a day-to-day basis for, and lead the team in, developing and working according to support plans for children and young people. This will involve ensuring that assessment of need, identifying agreed outcomes, carrying out regular reviews take place and they are always in conjunctionwith children, young people, their families and carers other professionals.
10.	Provide leadership by example to ensure that records, paper and electronic, are maintained and duly uploaded into the appropriate database.
11.	Establish and develop effective relationships and channels of communication with colleagues, community organisations, partner agencies and other external agencies, including chairing and leading multiagency meetings as appropriate.
12.	Ensure you and the team consistently work according to Cambridgeshire County Council's policy and procedures, professional practice standards and in line with registration requirements. Be familiar with and comply with health, environmental and safety policies and procedures. In the event of any serious risk, take immediate action to reduce this risk and follow the appropriate procedure.

13.	Seek management support, specialist advice or involvement of other services/ professionals as needed to meet the needs of the child or young person.
14.	Participate in an on call rota.
15.	To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
16.	To carry out any other reasonable tasks required to support service delivery,

Person Specification

Qualifications, knowledge, skills and experience

Qualifications Required	Subject	Essential/ Desirable
Level 3 Diploma	Residential Childcare or equivalent **Or** Committed to achieving within 2 years of appointment	Desirable Essential
Level 5 Diploma	Leadership and Management for Residential Childcare or an equivalent Level 5 Diploma as defined by the DFE Guide to Children's Homes Regulations, 2015 **Or** Above qualification to be achieved within 2 years of appointment	Desirable

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential / Desirable
Knowledge	Willingness to continue to develop through on-the-job training, attendanceat external or online courses and otherdevelopment activities	Essential
	Knowledge of current best practice andissues relating to children and young people with Special Educational Needsand Disabilities and their families and carers.	Desirable
	Understanding of and application of equality and diversity as a manager of staff and of a front-line service.	Essential

Skills	Communicates clearly, and concisely in the most appropriate way, and to produceclear records of support.	Essential
	Ability to provide lead by example and support to staff while working in a way which is central to the values and service ethos of Cambridgeshire CountyCouncil	Essential
	Informed decision making and judgement, utilising these skills to anticipate and identify problems and findsolutions	Essential
	Self-motivation, initiative and commitment	Essential
	Experience of planning, prioritising andevaluating activities and own work effectively	Essential
Experience	Extensive experience of working with children, young people and families with avariety of needs and able to promote andensure child-centred support, safeguarding and well-being.	Essential
	Use of Microsoft and other office systemsto access, store and use information and ability to support others with this in a caresetting.	Essential
	Demonstrates commitment to andcontributes to team/departmental objectives and decisions	Essential
	Managing staff, also providing visible andeffective leadership and leadership by example in a similar setting. Able to provide reflective practice supervision, ensuring an outcomes focused approachto working with children and young people	Essential
Other attributes	Ability to participate in an on call rota	Essential

	Ability to work rotas providing 24/7 cover	Essential
	Ability to work from a variety of locations and willingness to travel countywide	Essential
Equal opportunities	Ability to promote equality of opportunity, value diversity, and respond sensitively and effectively to the behavioural, physical, social and welfare needs of children, young people and others.	Essential

Safeguarding commitment

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Disclosure Level

What disclosure level is required for this post?	Enhanced with adult and child barred list checks

Work Type

What work type does this role fit into?	**Fixed**	Flexible	Field	Home

Residential Support Service
Team Leader Residential
Job Description & Person Specification