Residential Deputy Manager

Residential Homes for Children

Salary: £41,177–£47,665 per annum (full-time).
With shift allowances the paid salary is £45,294–£52,431, plus sleep-in payments and on-call payments.

Children and young people in care have had many different life experiences. Some have been rejected or have experienced something traumatic, whilst others have moved homes many times. Within our small, family style homes we offer a safe, nurturing space for children and young people who have experienced neglect, abuse and trauma and provide individual support to meet the needs of each 'Amazing Child'!

The role — **There are several key areas that are essential for a Residential Deputy Manager to support continuous service development and project-based work across the service**

Role Model	As part of the management structure, lead the team by example and create a culture and ethos within the home where everyone understands the importance of relationship-based practice to improve outcomes for children and young people.
Leader	Supporting the Registered Manager in all aspect of the home's management and deputise in their absence. Have sound values, be assertive and have confidence to address others using excellent communication skills. Lead on practice with an experienced knowledge base to ensure consistency throughout the team and to contribute to the wider service in order to develop the internal Residential homes.
Organiser	Taking the lead in project development and new initiatives. Ensure all statutory requirements are met in line with set timescales. Use of proactive planning to ensure the staff team are meeting set quality standards and deadlines.
Skilled practitioner	Facilitating the matching and admission process for children and support transition plans within the wider care system. Understand safeguarding principles to ensure children are protected. Represent the service at key project meetings and work in a co-operative manner with other agencies to achieve joint objectives and provide complimentary services. Understand budget requirements and work within set parameters.

Who we are looking for

Preferably: a driver, have a good level of computer literacy to be able to evidence the work we do & be committed to continued professional development. You should have:

- ✓ an ability to work holistically across a wide range of services to deliver positive outcomes
- ✓ experience in implementing current legislation in particular the Children's Home Regulations [2015] and Working Together to Safeguard Children [2018]
- ✓ a professional qualification relevant to working with children, which must be at minimum of Level 3/4 Diploma in Residential Childcare and have at least 2 years recent experience of working in a children's residential setting and a commitment to completing the level 5 Diploma in Leadership and Management qualification
- ✓ experience in the recording and auditing of sensitive information, maintaining the integrity of case files and evidence gathering systems, and adhering to confidentiality policies

Coventry City Council

If you think you have the right skills to help us to achieve great things for our children by placing them at the centre of everything you do and feel that you are, caring, non-judgmental, enthusiastic, committed and child focused and have the ability to work in partnership with others, are reflective, flexible, accountable and resilient, we would like to hear from you.

Benefits

- ✓ Highly competitive salary offer
- ✓ Generous annual leave allowance of 28 days pro rata p.a.
- ✓ Outstanding local government pension scheme (opt in)
- ✓ Salary Sacrifice Schemes; Car Scheme, Cycle to work and more
- ✓ Wellbeing Weeks throughout the year that offers team activities and sessions
- ✓ Learning & Development with access to certified courses
- ✓ Full Induction programme
- ✓ Apprenticeship/Diploma for Residential Childcare following successful 4-month probation
- ✓ Career progression opportunities
- ✓ Job satisfaction

What our kids say about their carers

"I like that I get time with staff. Its quite a chilled out, alright atmosphere and some of the staff have got humour and bants"

"I have amazing relationships with staff. When we go on holiday we have a brilliant time"

"I do like living here – you are my family"

"You know you're going to adopt me right. I'm not moving anywhere"

"The staff here are amazing they help us kids out"

"The staff talk to me and give me information that reassures me, I feel safe"

"Always checking if we're ok. Help me when I'm not being safe and talk about my feelings"



Interested in joining our team?

Scan the QR code to view our current vacancies.

For any queries or for further information please email:
childrenshomeshr@coventry.gov.uk

Coventry Family Valued

child friendly COV

Ofsted Outstanding Provider