

Directorate:	Children, Young People, and Education
Unit/Section:	In-House Provision
Grade:	KR11
Responsible to:	Children's Short Break Service Manager

Purpose of the role

The Nest is an exciting new service in Ashford, Kent, that is designed to support children and young people who are at risk of secure hospital admission and prevent them going into these types of provision. The team will support children and young people and their families, working within the Learning Disability and Autism pathway with a range of multi-agency partners, including the Designated Keyworker Programme for children and young people with LDA, to support the children and young people in a person centred and time limited way with tailored specialist support to help them stabilise and then thrive.

We want an exceptional manager to lead and manage The Nest in its support to children and young people aged up to 18 years in line with the Care Standards Act 2000, Children's Homes Regulations 2015 and Quality Standards. The Nest has capacity to deliver bespoke interventions for up to 3 children and young people, however due to compatibility and support needs, there would normally a maximum of 2 young people at any one time.

The post holder will be someone who can lead and inspire their team to provide excellent support to the children and young People of Kent, and their families, and be flexible and solution focussed within their role. It is important that the post holder has an excellent understanding of regulatory expectations and children's service provision and is very visible and hands on in their leadership style.

Main duties and responsibilities:

- Ensure that quality services are delivered to children and young people in line with recognised OFSTED frameworks, legislation, and adhere to, promote, and ensure the quality of provision in relation to Positive Behavioural Support and the overarching Solihull approach way of working.
- Ensure that an up-to-date Statement of Purpose and Function, setting out the aims and objectives of The Nest, is available for all children, young people and their relatives and carers.
- Ensure that all children and young people who are admitted to the service have the appropriate and agreed admissions assessments (e.g., CETR) which meets the eligibility criteria and informs the care and support plan.

- Ensure that reviews of all support plans and therapeutic models of care to support children and young people are undertaken within an agreed frequency, linked to existing statutory Looked After Children and Education, Health, and Care Plan reviews and that recorded and agreed changes are communicated to all those involved and actioned by the appropriate staff.
- Ensure The Nest operates in line with KCC financial procedures and allocated budgets.
- Ensure recruitment is conducted in line with the Choosing with Care Process and staff are trained and competent in their role.
- Ensure that competent staff are in place to provide sufficient care and support to meet the children's and young people's assessed needs by developing and maintaining an effective rota system.
- Ensure staff receive regular supervision and appropriate training to carry out their role.
- Ensure regular review and monitoring is undertaken to maintain quality standards and compliance with regulatory frameworks – this includes proactive working in partnership with children, young people, their families, and key multi agency professionals to ensure continuity and partnership delivery for the children and young people who access The Nest.
- Ensure the team are focussed on delivering best practice support, and that bespoke support plans and positive behaviour plans are in place so that we can demonstrate and show effective outcomes for the individuals accessing The Nest.
- Be responsible for the health and safety of the building, working with colleagues internally and externally to ensure that the building is maintained and managed to ensure it is safe and functional, and any risks are addressed and mitigated/controlled as appropriate.
- Demonstrate a growth mindset approach, which is solution focussed, being someone who works diligently on behalf of KCC, the children and young people and their families.
- Any other requirements that can be reasonably expected within the remit of the role, which are not defined above.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

Kent County Council

Person Specification: *Registered Manager – The Nest*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	Level 5 Diploma in Leadership for Health, Social Care and children and young people's services or equivalent
EXPERIENCE	<p>Proven experience of first level management in residential care for Children and young people</p> <p>Experience in working with regulators such as Ofsted</p> <p>Managing effective staff development and supervision practice</p> <p>Working as part of a multi-disciplinary team in providing care and support</p> <p>Managing risk assessment in a residential setting</p> <p>Using positive behaviour methods, and supporting children, young people who have behaviours of concern</p>
SKILLS AND ABILITIES	<p>Ability to identify the needs of children and young people</p> <p>Ability to relate theory to practice</p> <p>Ability to lead and build a team</p> <p>Ability to supervise and develop staff</p> <p>Excellent interpersonal skills</p> <p>Ability to coach/role model good practice</p> <p>Ability to produce accurate legible records</p> <p>Computer literate</p>

KNOWLEDGE	<p>Good working knowledge of the Children Act 1989 and 2004</p> <p>Good understanding of child development, disability, attachment and caring for children</p> <p>Excellent knowledge of functions of behaviour, positive behavioural support</p> <p>Thorough understanding of the Children's Homes Regulations 2015</p> <p>Thorough knowledge of Ofsted's inspection process and the Quality Standards</p> <p>Comprehensive understanding of Health & Safety</p> <p>Commitment to equalities and the promotion of diversity in all aspects of work.</p>
KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p> <p>.</p>