

Kent County Council

Job Description: *Children's Home Night Manager*

Directorate:	Children, Young People and Education
Unit/Section:	Unaccompanied Asylum Seeking Children's Reception and Safe Care Service
Grade:	KSG
Responsible to:	Registered Manager

Purpose of the Job:

Assist the Registered Manager in discharging their duties under the Children's Homes Regulations 2015, Ofsted Regulations including the quality standards.

To lead a staff group of Residential Support Night Workers, while acting as a corporate parent to the unaccompanied asylum-seeking children we care for, to ensure the children are protected and cared for until they move to a more permanent home.

Main duties and responsibilities:

- Assist the Registered Manager in being responsible for the planned maintenance and development of the living environment to ensure that it meets the requirements of the Children's Homes Regulations 2015.
- Establish good professional working relationships with the officers of Ofsted, and Independent Visitors, to ensure that the home cooperates fully with their inspection processes. In the absence of the Registered Manager, you will respond promptly and appropriately to their findings upon receipt.
- Manage night to night operations within the home, to ensure that professional practice is monitored and delivered within the service procedures, which includes responding to safeguarding concerns and following up actions as required.
- Complete a handover meeting at the start of every shift so all Residential Support Night Workers understand what tasks need to be completed, by who and when, during the shift. Take responsibility for making sure that staff complete their assigned tasks and escalate to the Registered Manager if this is not done.
- Ensure Residential Support Night Workers maintain records for every child on Liberi so they are clear, accurate and available for review by Social Workers and Managers. Quality assure the records completed by Residential Support Night Workers.
- Ensure Residential Support Night Workers support children to regulate their sleep patterns and manage emotional trauma effectively within clear night time boundaries and routines.

- Complete Incident Reports and submit these to the Registered Manager whenever concerns are raised regarding the behaviours and safety of children, staff or a third party.
- Ensure Residential Support Night Workers complete checklists of children's belongings and room both on arrival and departure from the home. Including accurately accounting for any money taken or added to the home accounts.
- Ensure Residential Support Night Workers encourage children's engagement in age appropriate and meaningful activities, learning how to integrate and connect with others.
- Work shift patterns as needed to monitor, feedback, and ensure ongoing effective implementation and integrity of practice by the team.
- Promote equality and anti-discriminatory behavior with children and staff. Encourage all to express their wishes and feelings.
- Complete regular formal supervision and practice development plans with the Residential Support Night Workers.

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

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Person Specification: *Children's Home Night Manager*

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	<p>Educated to GCSE Level or equivalent or NVQ Level 3 Caring for Children and Young People.</p> <p>Evidence of relevant professional development</p>
EXPERIENCE	<p>Experience of working and caring for children or young people in a residential setting with Substantial proven experience.</p> <p>Experience of leading a small staff team on shift.</p> <p>Experience of working with unaccompanied asylum seeking children is desirable.</p>
SKILLS AND ABILITIES	<p>Effective communication skills including verbal and written using a variety of tools with children, carers and colleagues.</p> <p>Ability to lead a staff team and role model good practice.</p> <p>Ability to prioritise and work on own initiative, as part of a team and able to ask for support and guidance at appropriate times.</p> <p>Computer literate, excellent use of IT and software systems including Liberi.</p> <p>Willingness to attend and contribute to training opportunities, supervision and team meetings to continuously improve practice.</p> <p>Ability to travel to meet the requirements of the service.</p> <p>A Full UK Driving Licence – The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive your application will still be considered if you are unable to drive due to a disability.</p> <p>Commitment to equalities and the promotion of diversity in all aspects of working.</p>
KNOWLEDGE	Knowledge of child development.

	<p>Broad knowledge of processes, systems, law and regulation that impact on children in the care of the local authority.</p> <p>Knowledge of issues that impact on children including CSE, gangs and Prevent agenda.</p> <p>Awareness of GDPR and confidentiality issues.</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>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p> <p>Flexible/agile - willing to take (calculated) risks</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Curious - constantly learning and evolving</p>