

Job Description for Deputy Residential Manager (Yvonne House) Maternity Cover 16 months	
Location	Yvonne House, SW8 All-female Children’s Home for up to 6 children/young people
Salary	£50,000 – £56,000 + Pension + Travel + 35 Days Annual Leave (incl. Bank Holidays) + Wellbeing Fund + Line Management Supervision + Group Reflective Practice. <i>Starting salary dependent on experience and qualifications.</i>
Level 5 Diploma in Leadership & Management for Residential Childcare	If you do not yet hold, or are not currently working towards, the Level 5 Diploma, we will fully support you to begin the programme shortly after your probation. This qualification is part of our commitment to your professional growth and to equipping you with the skills to provide the highest standard of care for our young people.
Contract	Full-time, Fixed Term: 16 months Maternity Cover
Hours	Full-time. Flexible working including evenings, occasional weekends, and participation in the management on-call rota 3 months Probationary Period.
Responsible to	Registered Manager
Summary of Role	<p>As Deputy Residential Manager, you will play a pivotal role in supporting the Registered Manager to deliver a safe, nurturing, and trauma-informed home for young women (13–17 years) who have experienced significant adversity.</p> <p>You will lead and inspire a team of Practitioners, ensuring high-quality care that is unconditional, kind, compassionate, and meets and exceeds the Children’s Homes Regulations and Ofsted Quality Standards.</p> <p>You will combine strong leadership, professional curiosity, and emotional resilience with the ability to hold staff accountable for safe practice, professional boundaries, and consistent implementation of care plans.</p> <p>You will role-model trauma-informed approaches, reflective decision-making, and a commitment to young people’s rights, voice, and aspirations.</p>

<p>Core Responsibilities</p>	<p>1. Leadership & Management</p> <ul style="list-style-type: none"> • Line-manage and supervise up to seven Practitioners, ensuring appropriate induction, monthly reflective supervision, annual appraisal, and clear performance management. • Monitor and evaluate staff practice to ensure it aligns with trauma-informed principles, safeguarding standards, and professional boundaries. • Promote love, compassion, authenticity and kindness, always. • Provide coaching, feedback, and challenge particularly where practice falls short, ensuring a culture of accountability and continuous improvement through strength-based coaching. • Encourage and model reflective practice to improve performance and delivery of high standards of care. • Support the Registered Manager with rota planning, resource allocation, and ensuring each shift meets the care and safety needs of residents. • Ensure all staff uphold the Quality Standards, particularly those relating to safeguarding, positive relationships, care planning, leadership, and workforce development. <p>2. Safeguarding & Risk Management</p> <ul style="list-style-type: none"> • Lead by example in responding to crises, using de-escalation, safety planning, and trauma-informed behaviour support strategies. • Chair or contribute to statutory meetings (CLA Reviews, PEPs, Strategy Meetings, Placement Stability, etc.), ensuring accurate information sharing and robust multi-agency collaboration. • Maintain oversight of impact/risk assessments for new referrals and ensure they are dynamic, evidence-based, and reflective of young people's changing needs. • Promote a safeguarding-first culture where staff recognise, record, and respond appropriately to risk, exploitation, or harm. <p>3. Promoting Young People's Voice & Participation</p> <ul style="list-style-type: none"> • Ensure every young person has opportunities to express their wishes, feelings, and aspirations - embedding participation in all aspects of care planning. • Champion co-production by involving young people in designing activities, house rules, and individual support plans. • Ensure each young person has an up-to-date Safety and Care Plan that is shared in accessible formats. • Oversee complaints, feedback, and advocacy processes, ensuring young people feel heard and empowered. • Model management of young people for practitioners including challenging young people's behaviour. <p>4. Outcomes-Focused Practice</p> <ul style="list-style-type: none"> • Support Practitioners to deliver structured 1:1 and group keywork sessions that promote: <ul style="list-style-type: none"> ○ Emotional regulation and mental wellbeing. ○ Positive relationships and identity development. ○ Education, training, and employment (EET).
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	<ul style="list-style-type: none"> ○ Sports, culture, and arts participation. ○ Independent living skills and resilience. • Monitor, track, and evidence young people’s progress in line with their care plans and regulatory expectations. <p>5. Culture & Professional Standards</p> <ul style="list-style-type: none"> • Model relational, respectful, and boundaried practice - demonstrating empathy without collusion and authority without control. • Set and maintain high expectations for staff behaviour, communication, and decision-making. • Create a culture of reflective practice, emotional safety, and learning from incidents, ensuring staff are supported to manage the emotional impact of trauma work. • Ensure consistency in daily routines, house standards, and professional conduct — challenging drift, complacency, or poor practice. <p>6. Organisational Responsibilities</p> <ul style="list-style-type: none"> • Support with financial oversight including activity budgets, household budgets, and placement sustainability. • Contribute to Monthly Quality Assurance Audits and regulatory inspections. • Take responsibility for ensuring policies, procedures, and statutory requirements are consistently applied. <p>7. Oversight & Reporting with ClearCare</p> <ul style="list-style-type: none"> • Daily Oversight: Monitor and quality-assure all staff activity on ClearCare (including daily summaries, incident reports, and progress reports) to ensure a trauma -informed approach, accuracy, timeliness, and the consideration of the reader (especially young person re. progress reports and plans). • Auditing: Work with the Registered Manager to audit ClearCare records against care plans, and young people’s progress to ensure consistent and measurable outcomes.
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Person Specification for Deputy Residential Manager (Yvonne House)

Experience & Qualifications	<ul style="list-style-type: none"> • Level 5 Diploma in Leadership & Management for Residential Childcare (or equivalent qualification, working towards with commitment to achieve or willingness to engage in and complete this qualification through Young Futures). • Substantial experience in a senior role within a Children's Home(this can include Senior/Lead Keyworker/Practitioner). • Demonstrated ability to manage staff performance, hold professional boundaries, and deliver safe practice.
Knowledge	<ul style="list-style-type: none"> • Strong working knowledge of the Children's Homes Regulations 2015 and the Quality Standards. • Understanding of trauma, attachment, loss, and how adversity impacts behaviour and development. • Knowledge of safeguarding frameworks, risk management, and multi-agency working. • Awareness of the impact of frontline work on staff and how to build resilience through supervision and reflective practice.
Skills & Abilities	<ul style="list-style-type: none"> • Excellent leadership skills with the ability to motivate, develop, and challenge staff. • Competent in care planning, risk assessment, and report writing. • Strong decision-making skills, balancing empathy with accountability. • Skilled in managing conflict, difficult conversations, and professional boundaries. • Able to build positive, empowering relationships with young people while maintaining authority and consistency. • Resilient, reflective, and emotionally intelligent — able to role-model self-care and professional integrity. • High standard of IT and administrative skills (Word, Excel, case management systems). • Commitment to ongoing personal and professional development.