

<b>Job Title</b>	<b>Regional Lead– Children’s Homes</b>	 <b>MacIntyre</b> Providing support... your way
<b>Purpose</b>	<p>At MacIntyre it is important to us that children and young people drawing on our care live gloriously ordinary lives in ways that make sense to them. The Regional Lead is part of the senior leadership team and accountable for the overall quality, safety and regulatory compliance of MacIntyre’s Children’s residential homes. As the Responsible Individual registered with OFSTED the post holder will provide strategic leadership and operational oversight to the team of Registered Managers. A key focus will be on ensuring that children experience safe, nurturing homes where their rights, voices and individuality are respected, and where care is delivered in line with MacIntyre’s Purpose, DNA and values, while fully meeting Ofsted and legislative requirements. Travel between homes and MacIntyre services is essential to ensure visibility.</p>	

## What the job involves

### People

- Holding clear accountability for the quality of care and outcomes experienced by children and young people living in MacIntyre homes
- Line management of all Registered Managers for MacIntyre Children’s homes. Supporting them to ensure children’s care plans, risk assessments and support approaches are personalised and responsive.
- Ensuring children are safe, listened to and supported to live lives that reflect their wishes, strengths and aspirations, with positive outcomes.
- Embedding Everyone Everywhere and Gloriously Ordinary Lives and other required approaches into day-to-day practice across all homes -Working in line with the leadership DNA
- Provide senior oversight of safeguarding practice, reporting and notifications to ensure children’s welfare is always prioritised.
- Promoting children’s participation, independence and positive transitions, including admissions, moves and future planning

### Workforce

- Providing leadership, support and challenging performance and ensuring personal development for Registered Managers across all homes
- Ensuring safer recruitment practices are in place and that teams have the right skills, values and experience working with Central recruitment team.
- Supporting a positive culture where staff feel valued, listened to and developed
- Ensure all managers receive regular, 1-1 supervision and appraisals.
- Monitor compliance and quality of supervisions undertaken by the Registered Managers to drive continuous professional development and embed a culture of learning and improvement
- Overseeing training, development and learning to ensure staff are confident, skilled and resilient.
- Promoting staff wellbeing, positive culture and stability across all homes

### Compliance

- Acting as the Responsible Individual for Ofsted for all children’s homes, providing operational leadership, quality assurance and performance oversight across the group
- Ensuring services operate in line with the Children’s Homes (England) Regulations 2015 and relevant legislation and quality standards
- Maintaining oversight of Ofsted inspections and supporting homes to achieve and sustain Good or Outstanding outcomes
- Monitor and embed learning from Reg 44 and 45 reports, with clear action plans & timescales and measurable outcomes
- Ensuring notifiable events are reported appropriately and within required timescales internally & externally
- Maintaining oversight of health and safety, medication and risk management systems in line with Central systems in all homes
- Ensuring mandatory training, safer recruitment and regulatory processes are robust and recorded
- Ensure policy and procedures are implemented consistently across the homes

## **Sustainability**

- Ensuring homes operate within agreed budgets whilst maintaining high-quality & safe care
- Overseeing staffing structures, resourcing to meet children's needs & proactive recruitment planning
- Contributing to the long-term sustainability and development of MacIntyre's children's homes & CYP growth strategy.
- Lead Ofsted readiness by ensuring all regulatory requirements are consistently met whilst ensuring post-inspection action plans address improvements to practice
- Monitor placement matching, occupancy and stability with a focus on ensuring all places are filled in line with the organisations KPIs
- Representing MacIntyre proudly with commissioners, partners and external stakeholders, building strong relationships with local authorities and commissioners.
- Respond to operational risks and emergencies as required. internally & externally (where applicable, such as Significant Incidences)
- Work with Commercial & Business lead to open new homes, registration and growth planning in line with organisation strategy/ CYP growth strategy.

## **Best Practice**

- Promoting consistent, high-quality practice, care & MacIntyre core values/DNA across all homes
- Working closely with families, carers and professionals to support positive outcomes for children
- Championing Positive Behaviour Support and therapeutic approaches
- Working in partnership with central teams to support best practice, learning and development.
- Ensuring homes are safe, welcoming and truly feel like home
- Clear regular communication with peers and Assistant Director of CYP

## **Skills, Qualifications, Experience**

- Level 5 Diploma in Leadership and Management for Residential Childcare (or equivalent is desirable)
- Experience as a Manager in a care setting with evidence of Good or Outstanding regulatory outcomes
- Experience of overseeing multiple services or teams
- Strong knowledge of legislation, regulation and Ofsted frameworks
- Experience supporting people with complex needs, Autism and challenging behaviour
- Strong leadership, communication and decision-making skills
- Commitment to MacIntyre's Purpose, DNA and values

**You will need to also carry out any other work that your line manager requests of you.**

## MacIntyre's Approach

## 1. Our Purpose

People who draw on MacIntyre's support have gloriously ordinary lives, living the life they choose, using their gifts, skills and passions to contribute and connect to the people in their local neighbourhood. MacIntyre invests in, and helps shape, neighbourhoods to be inclusive and welcoming spaces for everyone.

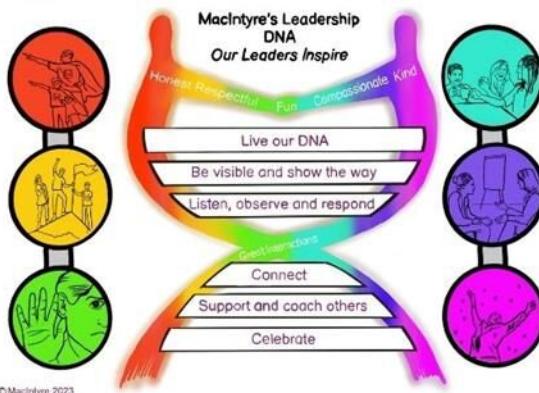
## 6. Connections

We join with, support and learn from movements that want to make things better



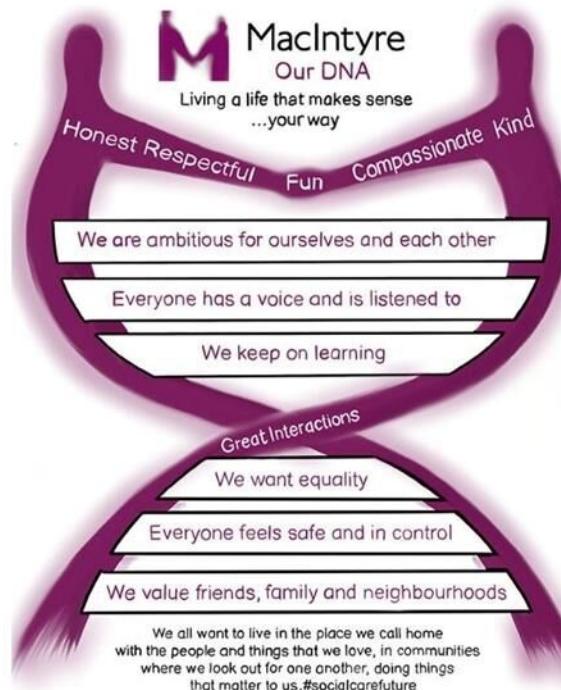
## 5. MacIntyre Leadership DNA

This is the way MacIntyre leaders coach and inspire their colleagues



## MacIntyre's DNA

## Our values in action



#### 4. MacIntyre Quality Framework

Our DNA is our number one measure of quality. This along with 'understanding people' informs all of our quality systems

## 2. The Big Plan

These are the things people across MacIntyre said they want us to focus on



### 3. Everyone Everywhere

## How we meet people near where we live to make things better for everyone

