

**Head of Care - Residential  
(Responsibility for Residential Care Unit – Richley House)**

**Person Specification**

**Education and Training**

<b>Essential Criteria</b>		<b>Desirable Criteria</b>	
Recognised professional qualification in caring for children such as NVQ / Level 5 in Care (Children & Young People) or DipS/W,		Counselling, negotiation skills or mediation training	
NVQ4/Level 5 in Management or the Registered Managers Award		Social work or nursing qualification	
<b>Knowledge</b>			
Knowledge of current legislation and policies in the area of SEN, disabilities and pupil inclusion			
Knowledge and understanding of Ofsted		Knowledge of the Inspection framework for Childrens homes and /or CQC	
Knowledge of effective management systems and budget deployment, monitoring and reporting			
Experience of working in a residential special school,		Experience of working with pupils with complex additional needs	
Successful experience in developing and implementing policies to improve standards of care			
Successful experience of collaborative work with other agencies to ensure high quality provision and improved outcomes for pupils with sensory impairment needs			
Understanding and experience of securing the views of children and young people and their parents/carers to support their children's learning			
Experience of demonstrating impact of provision on pupil outcomes			
Experience of risk assessments			
Awareness of accessibility for pupils with disabilities			
Experience of monitoring medication administration		Experience of development planning and self-evaluation, including stakeholder feedback and evaluation of service delivery	
Experience or willingness to lead and motivate and team			

Relevant Experience			
Essential Criteria		Desirable Criteria	
Experience of working in a senior/management role within a residential setting			
Evidence of working collaboratively to achieve innovation/service improvements			
Experience of supervising, mentoring, coaching and developing staff			
Staff budget management and reporting			
Management of a team in a complex environment			
<b>Other Requirements</b> Personal and professional integrity			
Skills & Abilities			
Essential Criteria		Desirable Criteria	
Inspire, challenge, motivate and empower others			
Monitor and evaluate performance, celebrate and challenge poor performance		Experience in developing personal resources to achieve objectives	
Commit individual team and service accountability for pupil learning outcomes			
Model high professional standards in all aspects of work even when under pressure			
Ability to contribute an enthusiastic, clear vision			
Write clearly and accurately and communicate effectively with an appropriate sense of audience			
Show strong interpersonal skills and an understanding to build effective working relationships with a range of professionals and stakeholders			
Deliver high quality training to new and existing members of staff			
Be able to take a positive, problem-solving approach to inclusion			
Demonstrate evidence of understanding the Principles of equality and putting equal opportunity into practice			
Prove competence with ICT and fluency in using ICT skill in working practices			
Demonstrate evidence of commitment to, management competencies: <b>see Management Competencies below:</b>			
<b>Management Competencies</b>			

<p><b>Providing Direction</b></p> <p>Contribute to the development, and deliver the implementation, of operational plans for a range of specialist, professional teams providing services to a vulnerable and high need section of society. Improve organisational performance and service delivery across a complex area of issues and needs</p>	
<p><b>Managing Self and Personal Skills</b></p> <p>Develop and review personal resources to ensure performance objectives are achieved through leading a range of specialist professionals and services in a way which is consistent with School's core values</p>	
<p><b>Using Resources</b></p> <p>Develop and implement plans (including development plans) regarding to the management of resources,</p>	
<p><b>Facilitating Change</b></p> <p>Lead, plan and monitor change initiatives and innovation</p>	
<p><b>Working with People</b></p> <p>To inspire, motivate and develop staff across a range of different professional disciplines to ensure CYP and young adults, their families and carers, stakeholders, residents, members and users of the Service experience safe, efficient, appropriate and cost effective services.</p>	
<p><b>Achieving Results</b></p> <p>To ensure all aspects of operational delivery provide a customer-focused, accessible and cost efficient service</p>	