

## Team Leader - Children's Home

Tristar House

Nuneaton

### Job details

Salary

**£28,080 – £33,870** per annum depending on experience and qualifications (Inc. Sleep-ins and on call allowance) based on typically 10 sleep-ins per month.

Job type

Full-time

Permanent

Benefits

- **Loyalty bonus**
- **Performance bonus**
- **Generous annual leave**
- **Regular salary reviews**
- **Wellbeing Support**
- **Meals included on shifts**
- **Refer a friend bonus**

**See Additional benefits below**

### Full Job Description

**Team Leader - Children's Home**

**Tristar House:** 3 bed Children's SEMH Home

We are searching for an experienced, positive and driven Team Leader to join the team for our home Tristar House in the Warwickshire area to deliver the highest quality care services to children and young people. The successful candidate will have experience working with a range of children and young people with Social Emotional and Mental Health (SEMH) difficulties. An individual with aspirations of career progression to become a Deputy Manager/Registered Manager for one of our next homes.

We shall support you to progress your career and install your own ideas, plans and visions whilst also promoting the ethos and vision of Centauri Care's Residential Services. We want people to come to work each day excited at the prospect of making a positive impact on young people, helping to keep them safe, enriching their lives, providing education, life skills training, helping them and their families to achieve better outcomes.

We offer a competitive salary and bonus scheme with training and development opportunities.

## Company Description

Centauri Care is an independent children's care provider run by a friendly team. Our care home has been fully re-constructed and renovated throughout and will offer a comfortable, welcoming, homely working environment for the successful candidate. Our key objective is to make sincere and positive changes to young people and children's lives who come from challenging backgrounds, and we seek the very best individuals to be part of this influential journey.

We value and are committed towards equality and diversity within our company and aim to ensure our staff reflect the diversity of the children and young people within our care. To support our commitment towards this, we welcome applications from all ethnic backgrounds.

Safeguarding of children and young people in our care is of the highest importance. Our recruitment and vetting process aims to create a safe environment for all children, young people and staff. The successful candidate will be appointed subject to clear enhanced DBS and reference checks.

## Duties and Responsibilities:

### General Duties

The role of the Team Leader is to support and work alongside the Registered Manager of the home in efficiently co-managing the house budget, overseeing the development of staff and the young people in placement, formulating and updating placement plans and risk assessments.

You will support the Registered Manager in the delivery of high-quality service provision incorporating care, welfare, safety and security of all children and young people in our care and promoting the Company's ethos as a Therapeutic based organisation. This role is also to support the staff team in managing the day-to-day tasks of the home, working on shift as the lead person for role modelling and developing good practice and liaising with multi-agency partners.

The post holder must comply with the health and safety policy and in particular is required:

- To take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions.
- To cooperate with their line manager and senior management, to work safely, comply with health and safety instructions and undertake appropriate health and safety training as required.
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare.
- To report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements.

### Duties & Responsibilities

- Ensure that you and the staff work in accordance with the Statement of Purpose and update relevant Centauri Care documents as directed by your manager.
- Demonstrate effective leadership to direct and support the staff team to deliver person centred childcare working towards the best outcomes for each young person.
- Demonstrate a working knowledge, to implement, adhere and give guidance to other staff on all relevant legislation for Children's Homes.
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- Demonstrate a working knowledge and understanding of the Children's Homes Regulations 2015, The Quality Care Standards, under which the home is measured and judged against and promptly implement any recommendations or address requirements to improve the service after any Ofsted inspection.
- To ensure that you and the staff team implement and adhere to Centauri Care's Safeguarding Policy and Local Authority Safeguarding procedures.
- Work cohesively and in partnership with team members and other professionals.
- Ensure Local Authority Social Workers are notified of all significant events, incidents, important changes and physical interventions within 24 hours.
- Ensure that young people receive a sensitive residential service which best meets their individual social, racial, psychological, educational, cultural, physical identity and health care needs.
- Undertake all administrative tasks necessary for the effective running of the home within Centauri Care Policies and Procedures.
- As directed by your Manager ensure that the home is fit for purpose by ensuring that Fire Regulations and Health and Safety Regulations are met, Quality Assurance and Regulation 44 Reports action points are addressed promptly.
- To make secure all buildings on leaving the site.
- Supporting the Manager in the performance and development of staff by conducting regular supervisions and annual appraisal process.
- Participate effectively in the on-call duty system.
- Complete appropriate training within the required timeframes, ensuring that an up-to-date training record is maintained.
- Undertaking other duties as may be deemed appropriate from time to time.

#### **Management skills:**

- Able to represent the organisation in a professional and credible manner.
- Demonstrate effective time-management, organisational and planning skills.
- Able to work on own initiative but seek support when necessary.

#### **Leadership skills:**

- To be able to support the staff team through challenging times such as a particularly difficult resident group or an unpopular change process. Lead and facilitate any debrief as required in the absence of the Registered Manager.
- Able to advise and support the Registered Manager in matters of performance or discipline of all staff.
- Able to make decisions in complex circumstances.

#### **Resource Management:**

- Responsible for the maintenance of physical assets located at the home.
- Responsible for the health and safety of the premises and furnishing of the home.
- Ensuring central ICT policies and procedures are adhered to by staff and children and young people.
- To co-ordinate and monitor the administrative functions of the home and evaluate standards of performance.

## Skills and Experience

### Qualifications and Education

#### Essential:

- Good level of education
- QCF Level 3/4 Diploma in Residential Childcare
- Attained, started or willing to commence Level 5 Qualification in Leadership & Management in Children's Services

#### Desirable:

- GCSE in Maths and English at Grade C or above
- Social Work Degree or Qualification (or in training)

### Experience

#### Essential:

- At least 2 years' experience of being a Team Leader/Senior Residential Support Worker in a Residential Childcare setting
- Experience of working with children, young people and their families in a supportive role within a Children's Home setting
- Working and supporting children with Social and Emotional needs
- Excellent knowledge and experience of electronic record keeping
- Attendance and partaking in Child focussed meetings, such as Child in Care Reviews, Care Planning

#### Desirable:

- Experience as the line management of staff, including supervisions
- Social media posts

### Knowledge and Understanding

The full range of needs of young people who become 'looked after', including:

- A knowledge of relationships – how to create, sustain and end them; what causes breakdowns, and the problems associated with dysfunctional relationships. Able to advise staff of appropriate strategies to use when working with children/young people and their families.
- An understanding of the various reasons children and young people come into care including the various pathways into care.
- A good understanding of the legal, procedural and policy context of residential childcare.
- Knowledge of Health and Safety at Work and how to draw up or implement relevant risk assessments.
- Knowledge of Local Safeguarding Board procedures and the risk management of children and young people who are or may be at risk.
- Understanding the educational, health, social, emotional and psychological needs of looked after children and young people, ensuring these needs are met.

## **Skill and Abilities**

Able to support the Registered Manager in ensuring all staff work in an anti-discriminatory and anti-oppressive way ensuring staff are able to develop a good understanding of these values.

To be responsible for effective day to day running of the residential home in the absence of the homes Registered Manager, to be responsible for a team of staff and work allocations, as well as undertaking direct work with children in the residential home when necessary. To be responsible for all aspects of the residential premises.

### Team building:

- Ability to work in conjunction with others in the team and direct the work of colleagues where appropriate.
- Ability to promote and develop the professional skill base of team members.
- Able to work on own initiative and in partnership with the Registered Manager

### Staff development:

- Able to provide formal and informal supervision, identify appropriate Personal Development plans and ensure their implementation and review as necessary.
- Able to support staff in developing skills and knowledge.
- Able to assist the Registered Manager in identifying and incorporating the staff training needs.

### Communication - written and verbal:

- Demonstrate skills in communicating effectively via written reports, email, media presentations, multi professional meetings etc.
- Able to hold discussions with parents, children, colleagues and other professionals, present cases and pass on information coherently. Support the Registered Manager in ensuring information needed is factual and accurate.
- Able to act as chairperson in meetings relating to staff or young people in the absence of the Registered Manager.

To provide care and control, including emotional support and appropriate boundaries to behaviour:

- Able to understand the complexities of group living, able to lead and facilitate group work in the absence of the Registered Manager and advise and support staff with 1:1 direct work.
- Able to anticipate, diffuse and deal appropriately with situations of verbal and physical conflict and restrain young people, when necessary, as indicated by legislation and local guidelines.
- Able to support staff in encouraging service users to express their wishes and needs and act as advocate when necessary.
- Able to assess needs, plan and implement care programmes, ensure PEPs, Placement plans, Care plans and Pathway plans are appropriate to the needs of the young person and in line with the home's objectives.
- Able to support the Registered Manager and all aspects of the homes financing/budgets as per Centauri Care procedures.
- Able to support the Registered Manager in implementing the appropriate procedures for the recruitment and selection of employees and their induction.

## Equality and Diversity

- Promote equality and value diversity by interpreting equality, diversity and rights in accordance with legislation, policies and procedures and relevant standards.
- Identify patterns of discrimination and take actions to overcome this and enable others to promote quality and diversity and a non-discriminatory culture that supports people in exercising their rights.

## Working Hours and Environment

Your working hours will typically be 40 hours per week but may vary based on business requirements. The hours will normally be on a shift rota basis. You will be required to work evenings and weekends due to the nature of the role. You must be within commuting distance of Nuneaton. Salary and Benefits starting at **£28,080 to £33,870** dependent on experience plus a bonus scheme.

### What We Can Offer you:

- Competitive salary up to **£3,870** (depending on experience)
- 3% Employer Pension contribution
- Generous annual leave entitlement
- Regular salary reviews
- Professional training & development opportunities
- Comprehensive induction programme
- Therapeutic training & consultation for all staff
- Performance related bonus for achieving Ofsted ratings
- Open minded, supportive management team
- Progression and growth opportunities
- Opportunity to be part of creating a new residential care home.
- Wonderful working environment

### Additional Pay:

- Loyalty bonus
- Refer a friend bonus scheme up to £500
- Performance bonus

### Benefits:

- Free Meals on shift
- Free DBS check

### Schedule:

- Shift hours as required
- Working within a staff rota
- On call when required

Applicant question(s):

- Why would you be suitable for this role?
- How many years of Leadership/Management experience do you have in this sector?

Licence/Certification:

- At least QCF Level 3/4 Diploma in Residential Childcare
- Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services in progress or willing to commence
- Diploma of Higher Education (preferred)
- Full Driving Licence with at least 2 years driving experience

Work authorisation:

- Must be 25 years of age or over
- United Kingdom (preferred)

**To apply:**

For further information and a full job specification, please submit your resume and a cover letter highlighting your relevant experience and why you are interested in this position to:

[recruitment@centauricare.com](mailto:recruitment@centauricare.com)

Please include "Team Leader Application" in the subject line.

We look forward to hearing from you and welcoming you to our team.

Reference ID: CCDM/2025/277

Estimated start date: February/March 2025