

**Registered Manager and Ofsted
Responsible Individual**

Employer – Kids

**Location - Remote work involving regular
travel to the South West and South East**

Salary - £40k

Hours – Full time, fixed terms for 9 months



Kids is on a mission to create a world where all kinds of children and young people have all kinds of opportunities.

Creating life-changing opportunities by providing a wide range of support. From early years into adulthood. Learning and development. Play schemes, adventure playgrounds and youth groups. Parent support and mediation. Social connections and emotional wellbeing.

When the world blocks children and young people with special educational needs and disabilities, Kids speaks up.

Join Kids to say, “We can”.

At Kids, we're midway through an ambitious five-year strategy aimed at enhancing, expanding, and innovating our family support services.

Our values

Celebrate Individuality

Over two million children and young people in the UK live with disabilities and special educational needs. All are brilliantly unique. We tailor our approach to the needs of every individual.

Think Creatively

Creativity is the ability to think up new ideas, combining expertise with imagination. We create life-changing opportunities for families by providing and inventing a wide range of services.

Work Together

Working together is about our willpower to make a positive difference. It is about putting kindness into action. Our determination to do our best for every family.

Speak Up

Speaking up isn't about being negative. Far from it. It's all about amplifying the voices of children and young people to achieve positive social change.

Working hand in hand with disabled children and young people, we're advocating for systemic reform while seeking sustainable methods to deliver our services.

Our remarkable team is already Co-Creating new services, leveraging digital platforms, and devising creative solutions to meet families' urgent practical and emotional needs.

You'll lead efforts to uphold our exceptional service quality, driving the development of innovative support models that cater to families' evolving needs and can be financially sustained.

The Role

This is an opportunity to work for a well-established and respected organisation dedicated to improving the lives of disabled children, young people, and their families. You'll work with passionate colleagues who share your commitment to quality, inclusion, and equality. As a **Regional Manager**, you'll play a key role in driving positive change, not only for the individuals and families we support but also for the organisation itself. **As the Ofsted Responsible Individual** you must have specialist knowledge of running children's residential home and experience in children's social care, understand effective practice in responding to the needs of looked-after children, local authority care planning duties, and how children's homes are required to support these.

Key Relationships

- Required to report to the Director of Service Transformation
- Support the ELT and Board of Trustees in the broader management and as well as strategic direction of KIDS, may be required on occasion to attend or present at ELT or board meetings.
- Various KIDS employees, sessional workers and volunteers within the region, and working collaboratively with Regional Managers and wider leadership team across KIDS.
- Liaise effectively with KIDS central Finance, HR, ICT, and Fundraising teams.
- Work as a proactive member of the KIDS Operational leadership team by supporting others in areas of expertise and sharing best practice with other regions.
- Develop and maintain collaborative working partnerships regionally, assisting in securing the viability of the region. To participate in the promotion and marketing of KIDS to public authorities, partner organisations and other key stakeholders.

What you will be doing as a Regional Manager & Responsible Individual

- Supporting the Director of Service Transformation with the implementation of business plans for the region, ensuring all activities are in line with the strategic framework and the overall aims and objectives of the region.
- To work closely with families and children and young people to ensure they are involved in service planning and design and there are plentiful opportunities for feedback.
- Driving a culture of quality and continuous improvement throughout the services.
- To be responsible for the management of all designated operational areas within the region using resources effectively and ensuring action is taken to keep expenditure within the budget allocation.
- Working closely with coordinators and service managers to ensure each service budget is established and agreed prior to the start of each financial year, ensuring no unauthorised expenditure is incurred and to undertake corrective actions where necessary. Ensuring all resources that have been allocated to the work are effectively managed, offering value for money and focus on meeting key objectives.
- To effectively undertake the operational management of service contracts held by the region with commissioning public authorities and individuals, liaising regularly with

relevant commissioners, contractors and service users or their representatives, as well as identifying opportunities for developing the work of the Charity's strategic plans.

- Work in collaboration with the Business Development Lead to identify opportunities for growth and new business and support with the development and submission of tender application for all new and existing services within the region.
- To undertake effective monitoring of the standards of care, support and management in all allocated services, ensuring all statutory and contractual requirements are met and exceeded and regularly audited.
- To work as part of the senior leadership team on complex performance management issues and serious disciplinary investigations and meetings

Key Responsibilities

- To support and develop the regional team strategically, and provide advice and guidance on the operational management of their projects. Provide specialist advice and guidance to direct reports as required, ensuring best practice in the field of disability is adopted throughout the region.
- Promoting collaborative working relationships and effective communications between teams, regionally as well as centrally ensuring the effective implementation and communication of all relevant KIDS policies and procedures.
- To provide leadership and motivate staff to ensure that management responsibilities are delegated appropriately throughout the line management structure.
- Implementing agreed quality monitoring systems in all services and respond appropriately to the results ensuing regular audits are undertaken of these systems.
- To ensure that KIDS supporters in the region, past, current and future users and others, are effectively and appropriately engaged in the support of the charity.
- To monitor all health and safety and DDA legislation, buildings and equipment insurance, fire regulations and other legal requirement

Person Specification Proven Ability

- Proven ability in service planning, delivery, ensuring compliance with statutory contract and quality standards and monitoring & evaluation within a relevant context, such as a voluntary or community organisation, health, education or social services.
- Ability to develop the teams work strategically as well as providing advice and guidance on operational management of their projects.
- Strong financial skills. A proven track record of successfully managing comparable budgets and resources.
- Proven ability of leading a staff team of comparable size and complexity.
- Proven ability in successful strategic planning, service development and partnership working.
- As the Responsible Individual (RI) you will supervises the management and delivery of services to ensure regulatory compliance.
- As the RI you must have experience in children's social care and understand effective practices for supporting looked-after children.
- As the RI you will be knowledgeable about local authority care planning duties and how children's homes should support these needs.

- Regulation 26(7)(b) requires that you as the RI has the capacity, experience, and skills to supervise the management of each children's home they are responsible for.
- You will demonstrate essential leadership and management skills to ensure homes meet the Children's Homes Quality Standards.
- The quality of services in an organisation is influenced by the leadership demonstrated by the Registered Individual.

Education/Qualifications

- Educated to Degree or NVQ level 5 as a minimum. Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Service.

Other Requirements

- Qualification in management, business, finance, social work, or nursing, with evidence of ongoing professional development.
- Knowledge of commissioning, contracting, and commercial acumen.
- Understanding of the health and Social care sector and funding streams.
- Ability to influence and negotiate strategically with commissioners, funders, and regulators.
- A demonstrable commitment to equality of opportunity and inclusion.
- Knowledge and ability to put in practice the principles of safeguarding children and vulnerable adults.
- Strong workload management, analytical, and interpersonal skills.
- Ability to inspire and manage a dispersed team.
- Self-motivated and able to work independently with minimal direct supervision.
- Highly competent in the use of Microsoft IT packages.
- Highly effective written and verbal communication skills.
- Ability to demonstrate deep empathy with the organisational mission. Experience of change management and taking a team through significant changes
- Knowledge of children's disability sector, confidentiality, and safeguarding standards.
- Experience in inputting into or completing successful tenders for public sector contracts.
- Stay updated on key policies and best practices for children with disabilities.
- Ensure recruitment and selection, induction, staff supervision, performance management, training and development is undertaken in order that staffing resources continue to meet the changing needs of service users.
- Accurate records and reporting procedures are met across the full range of Kids services in the region.
- Attainment of high professional standards of practice and safeguarding in all Kids work with disabled children, young people and their families.
- Ensure any OFSTED and CQC regulated services meet and exceed the minimum standards required.

Safeguarding Policies & Procedures

- To be familiar with and fully comply with all Kids policies and procedures including child protection, safeguarding, health and safety, confidentiality and partnership.
- To work within the standards required by relevant regulatory bodies.

- To ensure that the safeguarding and risk for each child or young person is reviewed regularly. To safeguard the health, wellbeing and safety of the children and young people, and if any concerns arise, to immediately report any concerns in line with Kids policies and procedures.

How to Apply

Follow the link to our Kids careers website and click apply!



The Good Stuff/Benefits

- Join a company that truly cares about your wellbeing
- Enjoy an enviable annual leave package, starting at a generous 25 days and growing each year up to 30 days.
- Option to buy an additional 5 days holiday.
- Enjoy your entitlement to Bank Holidays.
- We've got your back with Maternity and Paternity Pay.
- Rest easy knowing you're covered with our Death in Service plan.
- Invest in your pension plan with the option to top it up knowing that Kids is also contributing 3%.
- Achieve work-life harmony with flexible hours tailored to your needs.
- Unlock exclusive discounts at hundreds of online retailers through our employee benefits portal.
- Spread the word and reap the rewards with our enticing "Recommend a Friend" scheme.
- Access confidential support and expert guidance 24/7 through our Employee Assistance Programme, helping you navigate both personal and professional challenges.
- Take care of yourself with Company Sick Pay which you are entitled to from your first day.
- 5 days of paid family/carers leave.
- Salary sacrifice schemes available
- Develop your mentoring skills by either being a mentor or signing up for our mentoring programme.
- Expand your horizons with Kids' online learning platforms, offering a wealth of professional courses for your personal and career development.

- Apprenticeship programmes available for employees
- Benefit from a colleague engagement programme enabling your voice to be heard.
- Lean on us during difficult times with Bereavement Leave.

Our Mission & Strategy

We're here for children and young people with special educational needs and disabilities, young carers and families. We create life-changing opportunities by providing a wide range of support. Together, we'll empower disabled children to stand up for their rights.

Childhood should be a joyful time. However, some children and young people living with special educational needs and disabilities are defined by what they cannot do. That's wrong.

Every child should have an equal opportunity to play, learn, grow and thrive. Because when the world says we can't, kids say we can.

Our strategic plan will enable us to reach 120,000 disabled young people and their families every year, by 2027.

We welcome applications from disabled people or people with lived experience of disability. We demonstrate our willingness to make reasonable adjustments to enable disabled candidates/colleagues to access and participate in the recruitment process (for example we make our adverts accessible, and where required/requested, will make application forms available in alternative formats, i.e. large print). Kids encourages applications from disabled people by offering any disabled person who meets the person specification an interview.

If required, support is provided to applicants to complete an application form. Our in-house Careers team will discuss what support we can provide.

Kids is committed to safeguarding and promoting the wellbeing of all those who come into contact with our services. Our colleagues are trained to recognise and respond to safeguarding concerns. We work closely with families and other agencies to take all reasonable steps to minimise the risk of harm to children, young people and adults.

To fulfil our commitment to those we work with we observe safer recruitment and selection procedures and nurture a safeguarding culture which is open and transparent, where all concerns in relation to our people can be identified and spoken about openly and are dealt with promptly and appropriately. By identifying concerning, problematic or inappropriate behaviour early we aim to minimise the risk of abuse.

Please note Kids Safer Recruitment procedures will include a DBS check and a Colleague Suitability Declaration where applicable. Within the DBS check there are two Barred Lists. The Children's Barred List and the Adults' Barred List. If you are added to a Barred List then it is against the law to work, apply for work or volunteer in Regulated Activity with children and/or adults. Therefore, we ask you not to progress with your application.

Equality, Diversity and Inclusion

We work to ensure that all the Kids team:

- Are committed to equality of opportunity, treatment and behaviour
- Have equal access to employment, promotion and development
- Have equal access to services
- Have their needs considered as we develop services

This means that equality and human rights are:

- Embedded in our business planning
- Fully considered within our structures
- Part of the personal development of all staff

