



Anderida Adolescent Care

Responsible Individual – UK Children's Homes (Ofsted-Regulated)

Job Description and Person Specification

Job Title: Responsible Individual (RI) – Multiple Residential Children's Homes (Highly Vulnerable & Traumatized Adolescents)

Location: Head office in Eastbourne covering a range of homes across the Southeast and a crisis resource in Scotland. This role involves regular visits to the multiple homes.

Salary range: £70,000 - £82,000 p/a, depending on qualifications and experience.

Hours: Full-time, 44 hours per week, Monday - Friday, (with significant flexibility required to provide strategic oversight, support, and be available for critical incidents.)

Role Purpose

As the Responsible Individual you will be responsible for overseeing the management of multiple children's homes across the Southeast and Scotland. You will hold the statutory and ultimate accountability for the governance, oversight, and quality assurance of our residential children's home(s) for highly vulnerable and traumatized adolescents. You will ensure that the Registered Managers and their teams consistently deliver exceptional, safe, and outcome-focused care, fully compliant with all regulatory requirements (e.g., Ofsted's SCCIF, Children's Homes Regulations 2015, Quality Standards). This strategic leadership role requires a deep understanding of the complexities associated with supporting traumatized young people, a commitment to therapeutic practice, and the ability to drive continuous improvement. You will also

promote safe, nurturing, and outcome-focused environments for children and young people. You will also act as the Designated Safeguarding Lead.

Core Responsibilities

- **Regulatory Oversight and Compliance:**

- Hold overall accountability for the home(s)'s compliance with all relevant legislation, regulations, and quality standards, including the Children's Homes Regulations 2015 and the Social Care Common Inspection Framework (SCCIF).
- Ensure all services meet the relevant legislation, national guidance and regulatory requirements.
- Act as the primary point of contact with Ofsted and other regulatory bodies, ensuring effective communication, responding to notifications, and supporting the Registered Managers during inspections.
- Ensure all necessary policies and procedures are in place, up-to-date, and effectively implemented across the home(s).
- Guarantee that the service adheres to all relevant legislation, national guidance, and specific service standards.

- **Strategic Leadership & Governance:**

- Provide robust and effective governance and strategic oversight to the Registered Managers, holding them accountable for the day-to-day operation and quality of care.
- Supervise and support the registered managers, providing guidance, leadership and challenge.
- Conduct regular, formal supervision and appraisal of the Registered Manager(s), providing challenge, support, and opportunities for professional development.

- Review and scrutinise key reports (e.g., Regulation 44 visits, Regulation 45 notifications, incident reports, audit outcomes) to identify trends, ensure appropriate actions are taken, and maintain high standards.
 - Contribute to the strategic development and growth of the organisation, ensuring services remain responsive to the needs of vulnerable adolescents.
 - Fostering strong governance and accountability across the homes and organisation
 - Oversee the effective leadership and management of the service, ensuring clear lines of accountability and responsibility across service quality safety and effectiveness.
 - Provide strategic direction to the organisation, complementing the Registered Managers' day-to-day operational responsibilities.
- **Quality Assurance:**
 - Establish and oversee robust quality assurance systems to continuously monitor and evaluate the standard of care, safeguarding practices, and outcomes for young people.
 - Conduct regular monitoring visits, review care plans and evaluate outcomes for young people to ensure the homes are well-run, provide a safe environment and are effective (both through cost efficiency and delivery of services).
 - Drive a culture of continuous improvement, promoting best practice, learning from incidents, and implementing recommendations from internal and external audits/inspections.
 - Ensure the Statement of Purpose for each home accurately reflects the service provided and is consistently upheld.
 - Monitor the service's quality, safety, and effectiveness, ensuring it provides high-quality care and support.

- Conduct regular internal audits and quality checks of policies, procedures and service delivery to identify and implement areas for improvement.
- **Safeguarding & Well-being:**
 - Champion an unwavering commitment to safeguarding and promoting the welfare of highly vulnerable and traumatised young people, ensuring robust child protection procedures are embedded and adhered to.
 - Develop, maintain, and oversee the organization's safeguarding policies and procedure and ensuring staff receive appropriate training and awareness.
 - Oversee effective risk management strategies to minimise harm and promote the safety of young people and staff.
 - Ensure that the therapeutic needs of young people are met through appropriate care planning, staff training, and access to specialist support.
 - Monitor safeguarding practices, ensuring robust systems are in place to protect children and respond to concerns and support and advise staff.
 - Be the point of contact for and manage safeguarding concerns, managing referrals to external agencies (e.g. social services), maintaining accurate records.
 - Liaise with the senior leadership team and safeguarding partners (and HR where relevant)
 - Ensure the services actively improve the quality of life for residents and promotes their well-being.
- **People Management and Development:**
 - Ensure adequate staffing levels are maintained within the homes, alongside the Registered Managers, with appropriately skilled and trained staff to meet the complex needs of the young people.

- Oversee robust safer recruitment practices and contribute to the selection of Registered Managers and other senior staff.
- Ensure that staff receive comprehensive induction, ongoing training, and regular supervision to develop their skills in working with trauma and complex needs.
- Support the registered managers to ensure their teams deliver high quality care.
- **Stakeholder Engagement:**
 - Build and maintain strong, collaborative relationships with Local Authorities, social workers, health and education professionals, families, advocacy services and other external agencies.
 - Represent the organisation externally, promoting its values and the quality of its provision.
 - Regularly liaise with and report to regulatory bodies such as Ofsted, the Care Quality Commission (CQC) and the Local Authority Designated Officer (LADO).
- **Inspection Readiness:**
 - Lead preparation for Ofsted inspections, respond to findings, and implement improvement plans.
- **Reporting & Accountability:**
 - Maintain an overview of the financial health of the homes, ensuring effective resource allocation and responsible budget management.
 - Provide regular reports to the provider and governing body on performance, risks, and compliance.
- **Child Welfare:**
 - Possess skills to understand and respond to the needs of looked-after children, ensuring they receive effective care and support.

- Ensure that children are kept safe from harm and abuse.
- Work with managers to ensure placement activity supports children's individual needs and positive outcomes.
- Be actively involved in the home to understand children's experiences.

SMART Objectives

Objective	Description	Target	Timeline
1. Achieve Ofsted “Good” or “Outstanding”	Lead strategic improvements across homes to meet inspection criteria	Minimum “Good” rating in next inspection	Within 12 months
2. Safeguarding Audit Programme	Implement quarterly safeguarding audits with action tracking	100% audit completion and follow-up	Every 3 months
3. Staff CPD Compliance	Ensure all staff have individual CPD plans aligned to role and regulation	100% staff with active CPD plans	Within 6 months
4. Incident Reduction	Reduce serious incidents (e.g. missing from care, physical interventions) through proactive oversight	25% reduction compared to previous year	Within 9 months

5. Regulation 44 Visit Oversight	Review and respond to all Regulation 44 reports with documented actions	100% reports reviewed within 10 working days	Ongoing monthly
6. Stakeholder Feedback Loop	Establish biannual forums with commissioners, families, and professionals	2 forums per year with feedback analysis	Every 6 months
7. Children's Voice Integration	Embed children's feedback into service development and governance	Evidence of child-led improvements in reporting	Within 12 months
8. Aligning internal audits with SCCIF	Map SCCIF judgement areas to audit domains, use SCCIF language and indicators, include evidence-based judgements and trace against quality standards		Every 6 months
9. Quality standards	Incorporate the Children's Homes quality standards (underpinned by SCCIF)		Every 6 months

10. Governance reporting	Summarise audit findings in monthly governance reports highlighting risks, improvements and areas needing escalation		Monthly
--------------------------	--	--	---------

Essential Requirements

- **Experience:**

- Significant senior leadership experience (minimum of 3-5 years) within children's residential care, with demonstrable experience as a Registered Manager of a "Good" or "Outstanding" rated home, or, preferably, prior experience as a Responsible Individual.
- Proven experience of working with, and understanding the complex needs of, highly vulnerable and traumatised young adolescents (e.g., experience with EBD, CSE, self-harm, challenging behaviours linked to trauma).
- Demonstrable experience of providing effective line management, supervision, and performance management to senior staff.
- Extensive experience of regulatory compliance, including successful engagement with Ofsted inspections.

- **Qualifications:**

- Possession of the Level 5 Diploma in Leadership and Management for Residential Childcare (or equivalent, e.g., Social Work qualification combined with significant residential management experience).
- Educated to Degree level in a relevant discipline (e.g., Social Work, Psychology, Childhood Studies, Management).

- Evidence of ongoing professional development relevant to children's social care, leadership, and trauma-informed practice.
- **Knowledge:**
 - Expert-level knowledge of all relevant children's social care legislation, regulations, and quality standards (e.g., Children Act 1989, Children's Homes Regulations 2015, Quality Standards, SCCIF, Working Together to Safeguard Children).
 - In-depth understanding of safeguarding principles, child protection procedures, and effective risk management strategies for complex needs.
 - Comprehensive knowledge of therapeutic approaches and their application in residential childcare (e.g., trauma-informed care, attachment theory, PACE model).
 - Understanding of effective governance structures and quality assurance frameworks within a regulated setting.
- **Skills & Abilities:**
 - **Leadership & Governance:** Exceptional strategic leadership and governance skills, with the ability to provide clear direction, challenge effectively, and ensure accountability.
 - **Communication:** Outstanding verbal and written communication skills, capable of influencing stakeholders, preparing comprehensive reports, and engaging effectively with young people, staff, and external agencies.
 - **Analytical & Decision Making:** Superior analytical and critical thinking skills to interpret complex information, identify trends, and make robust, ethical decisions under pressure.
 - **Problem Solving:** Highly skilled in complex problem-solving and conflict resolution within a sensitive and high-stakes environment.

- **Relationship Building:** Proven ability to build and maintain effective, professional relationships with internal teams and external partners, often in challenging contexts.
 - **IT Literacy:** Proficient in using IT systems for data analysis, reporting, and communication.
 - **Continuous Professional Development (CPD):** Demonstrate on-going professional development to maintain and improve professional skills.
 - **Personal Attributes:**
 - **Unwavering Commitment to Child Welfare:** A profound and demonstrable commitment to the rights, welfare, and positive outcomes of highly vulnerable and traumatised young people.
 - **Resilience & Emotional Intelligence:** Exceptional resilience, emotional intelligence, and self-awareness to navigate highly complex and emotionally demanding situations.
 - **Integrity & Accountability:** Highest levels of integrity, professionalism, and personal accountability.
 - **Passion for Therapeutic Care:** A genuine passion for delivering and overseeing therapeutic, trauma-informed care.
 - **Visionary & Proactive:** Ability to drive innovation and continuous improvement, anticipating challenges and opportunities.
 - **DBS Check:** Willingness to undergo an enhanced Disclosure and Barring Service (DBS) check and maintain registration on the DBS Update Service.
 - **Driving Licence:** Full UK Driving Licence and willingness to travel frequently to the home(s) and other relevant locations.
-

Desirable Skills/Qualifications:

- Postgraduate qualification in a relevant field (e.g., MA in Social Work, MBA, specialist therapeutic training).
 - Experience in a multi-site or regional oversight role within children's residential care.
 - Experience in managing significant budgets and financial oversight.
 - A track record of achieving "Outstanding" Ofsted ratings in previous roles.
-

What We Offer:

- A pivotal leadership role in an organisation truly dedicated to making a difference for highly vulnerable young people.
 - The opportunity to shape and influence high-quality, therapeutic residential care.
 - Competitive salary and comprehensive benefits package.
 - Extensive professional development and support.
 - A collaborative and values-driven organisational culture.
-

To Apply:

Please complete the application form available on our website and submit it to admin@anderidacare.co.uk

Closing Date For Applications: Friday 21th November 2025

Interviews: Tuesday 2nd December 2025

Anderida Adolescent Care is an equal opportunities employer and committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. This role is subject to a robust safer recruitment process, including enhanced DBS checks and extensive referencing.

About Us:

At Anderida we provide superior therapeutic residential care, education and other childcare related services for young people and children who have Emotional, Behavioural and Social Difficulties (EBSD). There are two parts to our business, Anderida and Anderida Learning Centre

At Anderida Adolescent Care, we are dedicated to providing specialist, therapeutic residential for highly vulnerable and traumatised young adolescents aged [e.g., 11-18]. Our mission is to create a safe, stable, and deeply nurturing environment where young people, often with complex needs arising from severe trauma and adverse childhood experiences, can begin to heal, develop resilience, and achieve positive life outcomes. We are committed to a trauma-informed, attachment-aware approach, ensuring that every aspect of our service promotes recovery and growth.

We also specialise in providing emergency placements, stepping in during placement breakdowns and delivering effective time out and respite solutions, therapeutic services to adults and children, non-violent resistance coaching for parents and families as well as offering education to young people whom we care for, and others seeking specialist education, at our learning centre. Anderida can also provide diplomas and qualifications to childcare professionals as well as train new assessors.

We work closely with our sister company Anderida Learning Centre (ALC) which is an alternative independent school based in East Sussex for pupils aged 11-18 with SEMH requirements. The school offers full and part time provision for pupils who have been excluded or find it difficult to be successful in mainstream schools. ALC offers all pupils the opportunity to be successful in their academic achievement, as well as social and

emotional wellbeing. we help them to regain a sense of confidence and self-esteem. This allows them to refocus and experience success in education, despite the disruption to their learning caused by trauma. Irrespective of their length of stay we work hard to create lifelong learning skills that will allow students to be successful in the community.

Our values are Innovation, Respect, Responsibility, Empowerment, Community, Compassion