

## REGISTERED MANAGER – CHILDREN’S HOME (EBD, LD & SEND)

Barclay Care Group is a high-quality children’s residential care provider offering safe, nurturing homes for children and young people with emotional and behavioural difficulties (EBD), learning disabilities (LD) and a range of special educational needs and disabilities (SEND). We are growing and are looking for an experienced, values-driven Registered Manager to lead one of our specialist homes. This is a full-time, permanent role and we offer a competitive salary plus performance-linked incentives.

As our Registered Manager, you’ll hold full operational and regulatory responsibility for the home – from day-to-day leadership and safeguarding, to quality assurance, Ofsted compliance and staff development. You will ensure the home delivers consistently high-quality, therapeutic care for children with complex needs and achieves at least a “Good” Ofsted rating.

Key responsibilities (in line with current sector expectations)

- Take full responsibility for the day-to-day running of the home, including rota planning, staffing, admissions and discharges
- Lead the Ofsted registration/variation process where required and ensure ongoing compliance with Children’s Homes (England) Regulations 2015 and Quality Standards
- Develop and maintain the Statement of Purpose, Children’s Guide and all key policies and procedures
- Lead on safeguarding and risk management, ensuring robust systems, timely reporting and a culture of safety
- Oversee individual care plans, placement plans, risk assessments and behaviour support plans, ensuring they are personalised, regularly reviewed and outcome-focused
- Recruit, induct, supervise and appraise staff; address performance issues and embed a strong learning culture
- Implement a recognised therapeutic/trauma-informed model of care and ensure staff are trained and supported to use it consistently
- Maintain effective relationships with placing local authorities, schools, health and therapy services, commissioners and families
- Lead regular audits, monitoring and improvement plans to maintain/achieve “Good” or “Outstanding” Ofsted outcomes
- Manage budgets, petty cash and resources responsibly, ensuring value for money while maintaining a high standard of environment and care

Essential experience & qualifications

- Significant experience in a children’s residential home supporting young people with EBD and/or LD/SEND
- At least 2 years in a Registered Manager or equivalent senior leadership role in an Ofsted-registered children’s home, or at least 3 years at Deputy/Deputy-plus level in this setting
- Level 5 Diploma in Leadership and Management for Residential Childcare (England) (or equivalent) – or very close to completion
- Proven track record of contributing to, or achieving, at least “Good” Ofsted outcomes
- In-depth knowledge of Children’s Homes Regulations & Quality Standards, safeguarding procedures and safer recruitment
- Experience managing rotas, budgets, multi-agency meetings and staff performance
- Confident, emotionally resilient leader able to coach, challenge and support a diverse staff team
- Full UK driving licence and ability to participate in an out-of-hours/on-call rota

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## DUTY MANAGER – CHILDREN’S HOME (EBD, LD & SEND)

We are seeking an experienced Duty Manager (equivalent to a Deputy/Team Leader level role) to support the leadership of our specialist children's home for young people with EBD, LD and SEND. This is a full-time, permanent role with a competitive salary, including participation in a rota of days, evenings, weekends and sleep-ins.

As Duty Manager you will be the senior person on shift, working closely with the Registered Manager to ensure the smooth running of the home. You'll lead the team on shift, oversee routines and risk, and model consistent, therapeutic practice.

Key responsibilities (aligned with current Deputy/Duty expectations)

- Act as senior on shift, planning and running shifts, allocating tasks and ensuring effective handovers
- Lead and support staff to follow care plans, risk assessments, EHCPs and behaviour support plans
- Provide advice, guidance and de-escalation support during incidents, ensuring accurate recording and follow-up
- Oversee daily routines: school runs, activities, appointments, contact, mealtimes and bedtimes
- Monitor safeguarding and risk, ensuring concerns are responded to and escalated appropriately
- Complete and quality-check shift documentation: daily logs, incident reports, medication records, body maps, etc.
- Contribute to and sometimes chair team meetings, key-work reviews and professionals' meetings
- Support the Registered Manager with staff supervision, mentoring, training and performance monitoring
- Help with rota planning, cover arrangements and on-call, ensuring safe staffing levels at all times

Essential experience & qualifications

- Minimum Level 3 Diploma in Residential Childcare (or equivalent Children & Young People qualification) – working towards Level 4/5 desirable
- At least 2 years' experience in a children's residential home (EBD/LD/SEND) including regular shift-lead responsibility
- Proven experience supporting young people with emotional and behavioural difficulties, autism and/or learning disabilities
- Good understanding of Children's Homes Regulations, Quality Standards, safeguarding and behaviour support
- Experience supervising or mentoring staff in practice (formal or informal)
- Full UK manual driving licence and willingness to work a rota that includes sleep-ins, evenings, weekends and bank holidays
- Age 21+ in line with common children's homes staffing requirements

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## SENIOR RESIDENTIAL CARE WORKER – CHILDREN'S HOME (EBD, LD & SEND)

We are looking for a compassionate and confident Senior Residential Care Worker to support children and young people with EBD, LD and SEND in our specialist home. This is a full-time, permanent role with a competitive salary, sleep-in payments and clear progression towards Duty/Deputy Manager roles.

As a Senior Residential Care Worker, you will combine direct work with children with shift leadership and mentoring of other staff. You'll help create a consistent, nurturing, structured environment, and be a key figure in care planning and safeguarding.

Key responsibilities (in line with current senior support worker roles)

- Lead shifts when required, ensuring routines, tasks and handovers are organised and completed
- Provide high-quality, trauma-informed care, acting as a positive role model at all times

- Take a lead role in key-working for allocated children – planning sessions, attending reviews and writing reports
- Support with drawing up and reviewing care plans, risk assessments, behaviour support plans and independence plans
- Mentor and support less experienced staff, modelling good practice in de-escalation, communication and record-keeping
- Promote children's education, health, hobbies and positive contact, including escorting to school, activities and appointments
- Contribute actively to team meetings, reflective practice and quality improvement work
- Ensure detailed, accurate records are kept in line with regulatory and organisational requirements

#### Essential experience & qualifications

- Level 3 Diploma in Residential Childcare (or equivalent) – or very close to completion
- Typically 18–24+ months' experience working in a children's home or closely related EBD/LD/SEND setting
- Regular experience leading shifts or taking on “acting up” responsibilities as senior on duty
- Strong understanding of safeguarding, behaviour support and trauma-informed practice
- Confident communicator in meetings and written reports (LAC reviews, incident reports, daily logs)
- Willing and able to work a rolling rota with evenings, weekends and sleep-ins
- Full UK driving licence desirable

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### RESIDENTIAL CARE WORKER – CHILDREN'S HOME (EBD, LD & SEND)

We are recruiting Residential Care Workers to join our specialist children's home supporting young people with EBD, LD and SEND. This is a full-time, permanent role with a competitive salary, sleep-in enhancements and a fully funded qualification pathway.

As a Residential Care Worker, you'll be at the heart of daily life in the home – supporting children with routines, communication, sensory needs, activities, education and relationships so they can feel safe, understood and confident.

#### Key responsibilities (aligned with current support worker roles)

- Provide consistent, nurturing day-to-day care – helping with mornings, after-school routines, activities and bedtimes
- Support children with emotional regulation, communication and sensory needs using agreed strategies
- Help with practical tasks such as cooking, cleaning, laundry and maintaining a warm, homely environment
- Promote children's education, health and independence – including homework support, life-skills and hobbies
- Escort children to school, contact, appointments and community activities
- Follow care plans, EHCPs, risk assessments and behaviour support plans and feed back on what is working
- Record clear, factual daily logs, incident reports and other required documentation
- Work as part of a team, attending training, team meetings and reflective sessions, and contributing ideas for improvement

#### Experience & qualifications (realistic market profile)

- Experience supporting children or young people with EBD, LD and/or SEND in a residential, school, respite or community setting is strongly preferred; for the right candidate, full training can be provided
- Willingness to work towards the Level 3 Diploma in Residential Childcare within typical sector timescales (usually 2 years) if not already held

- Emotionally resilient, patient and able to build trusting relationships with young people who have experienced trauma
- Good basic written and IT skills to complete records and reports
- Ability to work a rota including evenings, weekends, bank holidays and sleep-ins
- Full UK driving licence desirable