

## Children's Home Registered Manager

### The details

<b>Role:</b>	Children's Home Registered Manager
<b>Place of work:</b>	Banstead (SM7), Sutton, London
<b>Hours of work:</b>	40 hours per week
<b>Salary:</b>	£55,000 - £60,000
<b>Reports to:</b>	Lighthouse Pedagogy Trust Director
<b>Level of screening:</b>	Enhanced DBS

### About Lighthouse Pedagogy Trust

**Lighthouse Pedagogy Trust is a charity creating children's homes where children can thrive. We believe every child deserves the chance to achieve great things and lead fulfilling lives.**

Our first home opened in Sutton in February 2022, supporting up to six children aged 11–18 with emotional and behavioural needs. We are currently renovating a second property in Sutton, a 5-bed children's home due to open in autumn 2026.

You can read more about our first home [on our website](#). Lighthouse Pedagogy Trust is proud to be part of the Catch22 group of organisations.

Our model is built on four foundations:

- **People:** Our people are the heart of our organisation. We want the very best people to develop authentic relationships with the most vulnerable children. We invest in great staff and offer high levels of training and development.
- **Place:** We invest a lot in creating spaces that feel like a welcoming home. Our first home is an award-winning state-of-the-art building and sets a new standard for children's homes in the UK, with our future homes following the same high-quality design. You can see a virtual tour of our first home [here](#).
- **Purpose:** Children need to be able to discover their potential. We work closely with learning providers and other support services to allow every child to achieve their ambitions. Holistic education is at the top of our list of priorities.
- **Practice:** We use social pedagogy as an excellent basis for supporting children who live in residential care. It is an academic discipline drawing on core theories from education, sociology, psychology and philosophy, and is commonly used by residential care workers in many European countries.

Our team shares a deep commitment to creating empowering environments for learning and development. We live by our core values: **Difference, Empowerment, Curiosity, Compassion, Play, and Commitment**. We celebrate diversity and welcome applicants from all backgrounds, including those with lived experience of care.

## Your role

As the Registered Manager of our new 5-bed home, you'll have the unique opportunity to shape it from the very beginning. Opening in Autumn 2026, the home will provide a safe, nurturing environment for children with emotional and behavioural difficulties, helping them thrive.

You'll lead with purpose, recruiting and inspiring a passionate team, setting high standards, and ensuring every child receives exceptional care. You'll benefit from established systems and processes already in place at LPT, while still having the freedom to give your home its own identity and innovate to continually improve practice.

Our approach is grounded in evidence and underpinned by Social Pedagogy, a holistic, strengths-based model that prioritises relationships, empowerment, learning, and wellbeing. While you don't need to be an expert in Social Pedagogy, you must be open to learning and leading with this ethos.

Beyond day-to-day leadership, you'll drive service development, trial new ways of working, and collaborate with partner agencies and commissioners. Your role will be pivotal in shaping best practice, not just within our home, but across the wider residential childcare sector, helping influence improvements in children's social care.

You'll have a strong support network in this role. Our Quality Assurance Manager, an experienced Registered Manager, will work across both homes to provide guidance and expertise whenever you need it. You'll also have the backing of the leadership team in our first home which is also in Sutton, giving you a strong local support network to share ideas and best practice. In addition, our Responsible Individual is deeply committed to the success of the home, visiting and checking in with the home regularly to ensure you feel confident and connected.

## About you

You are a resilient, positive leader with a hands-on approach and a clear vision for delivering exceptional, relationship-centred care. Experienced in managing teams, you inspire others to achieve their best through role modelling good practice and creating an inclusive, ambitious culture.

Your strong commitment to quality drives high performance and you approach challenges with confidence. Skilled in decision-making and risk management, you manage the complexities of residential care with clarity and purpose.

You prioritise creating a family-feel and inclusive environment, where active listening and collaboration are key. With experience in relationship-based models of care, you understand the importance of building strong, empowering relationships.

Above all, you are kind, reliable, and a passionate advocate for children. You bring experience supporting children facing diverse social, emotional, and behavioural challenges, and you approach setbacks with resilience, adaptability, and a willingness to learn and improve.

## Roles and responsibilities

### **Managing the home**

- Lead and manage the home and team effectively, setting a clear vision, fostering a positive culture, and bringing people along with you.
- Provide line management to key roles, including the Deputy Manager and Team Leaders.
- Empower practitioners to take the lead in delivering care to children and delegate tasks appropriately.
- Identify and secure resources needed to ensure the home operates effectively.
- Ensure consistent quality of care, including leading team meetings, reflective practice, preparation for inspections and debriefing following challenging situations.
- Ensure accurate, strengths-based records are kept for all children.
- Draft and update key documents, ensuring actions are followed up and comply with Ofsted requirements and partner agency expectations.
- Ensure that delivery is based on clear methods, processes and frameworks which reflect the Lighthouse Pedagogy Trust's approach and evidence effective practice.
- Oversee the management of the building, grounds, equipment and resources to create a safe, healthy and nurturing environment for children and staff in line with health and safety and other legal requirements.
- Manage visits to the home to ensure that they do not disrupt the family feel of the home.

### **Working with children**

- Build trusting, empowering relationships with children and support the team to do the same.
- Lead safeguarding efforts, protecting children's health, welfare, and development inside and outside the home, in line with local procedures and through strong multi-agency collaboration.
- Oversee every stage of a child's time with us, from referral and admission to leaving the home, in line with care plans and principles of best practice.
- Champion children's rights and participation, making sure their voices shape care planning, decision-making, and daily life in the home.
- Ensure that children's individual needs and preferences are understood and upheld by the team in terms, for example, of culture, identity, diet and religious observance.

- Oversee the development, implementation and monitoring of individual children's care and placement plans.
- Ensure that children are supported by the team and other professionals to achieve their educational potential.

### **Working with families, professionals and the community**

- Support the team to build and grow effective multi-agency relationships with those providing services and support for children and advocate on their behalf when needed.
- Communicate clearly and professionally with external partners, understanding their processes and goals, and enabling the team to do the same.
- Support the team to work in partnership with the families of children, wherever possible, to strengthen their relationships and involvement.
- Support the team to encourage children to fully participate in society by developing links with the local community and expand their social network
- Ensure secure and appropriate information sharing, complying with GDPR and maintaining professional boundaries and confidentiality.

### **Safeguarding**

- Act as Designated Safeguarding Lead, ensuring risk assessments are drafted, actions implemented, and safeguarding standards upheld.
- Oversee safeguarding processes and documents across the organisation, ensuring staff are trained and competent in applying safeguarding protocols.
- Oversee children's physical health and wellbeing, including helping the team to access medical services, administering medication or first aid as necessary for of children.
- Maintain a thorough understanding of whistleblowing procedures, reporting concerns or evidence of poor practice to appropriate safeguarding leads and agencies.

### **Recruitment and professional development**

- Recruit, coach, motivate and develop the team including overseeing new staff inductions, carrying out appraisals and regular supervision meetings, and managing the health, safety and wellbeing of staff.
- Lead the development of training plans and manage the delivery of learning and development activities for the team.
- Ensure all staff successfully complete all required training and qualifications.
- Manage performance proactively, celebrating achievements and addressing underperformance through regular supervisions, appraisals and reflective practice.

- Regularly attend supervision with your line manager, participate in performance appraisal processes and maintain own professional knowledge and skills through training and professional development activities.

### **Financial and Operational Risk Management**

- Oversee operational risk, ensuring robust health, safety, and safeguarding practices in line with policies and best practice.
- Ensure contractual and operational risks are effectively and transparently assessed and managed and that internal policies and procedures are adhered to.
- Monitor home performance and impact, ensuring accurate reporting for contractual and compliance requirements.
- Maintain occupancy levels, building strong relationships with commissioning teams and ensuring a pipeline of appropriate referrals.
- Lead financial management, ensuring services operate within budget and deliver agreed margins.

### **Working for Lighthouse Pedagogy Trust**

- Promote and embed Lighthouse Pedagogy Trust's vision and values in our children's home
- Work collaboratively with Catch22 colleagues, drawing on their specialist knowledge and experience, and ensuring that our homes are run efficiently and effectively in collaboration with the Lighthouse Pedagogy Trust and Catch22's vision and ethos
- Take part in providing on-call management support to the home outside of office hours
- Carry out such other relevant duties, as may be required and as are commensurate with the nature and level of the post

The duties as outlined in this job description are not exhaustive and may change from time to time due to the changing nature of the working environment. You are expected to carry out all appropriate tasks necessary to meet the needs of the organisation, or as may be requested by your manager.

Registered Manager: Person Specification			
COMPETENCY	ESSENTIAL	DESIRABLE	ASSESSMENT
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Level 5 Diploma in Leadership and Management for Residential Care or an equivalent qualification</li> </ul>	<ul style="list-style-type: none"> <li>Social Pedagogy or other relationship-based practice qualification</li> <li>Other relevant professional qualification e.g. degree in social work</li> </ul>	Application
<b>KNOWLEDGE/ EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Experience in a management role in a children's home</li> <li>Experience of working with teenagers with emotional, social and behavioural difficulties</li> <li>A track record of achieving positive improvements and growth in service delivery and performance</li> <li>Experience of managing Ofsted inspections and achieving successful outcomes</li> <li>Experience of maintaining required occupancy levels in a children's home</li> <li>A track record of developing and using relevant management information/quality systems to ensure high levels of operational performance</li> <li>Experience of managing budgets and conducting financial planning</li> <li>Experience of leading, engaging and motivating staff in a challenging organisational environment</li> <li>Sound working knowledge of the law, guidance and best practice relating to looked after children</li> <li>Knowledge of the regulatory and inspection frameworks and quality standards for residential childcare</li> </ul>	<ul style="list-style-type: none"> <li>Experience of innovation as part of your work</li> <li>A knowledge and understanding of Local Authority contracts and funding mechanisms and the wider financial context of children's homes</li> <li>Experience of working in partnership with commissioner to deliver high quality services</li> <li>Knowledge of relationship-based models of care such as social pedagogy, PACE or Trauma Informed Care</li> </ul>	Application / Interview

	<ul style="list-style-type: none"> <li>• Experience of reviewing referrals from local authorities on frameworks and via spot purchase, risk assessing and matching children</li> <li>• Understanding of the range of organisations working with children and families, their roles and responsibilities and how to work with them effectively</li> <li>• An understanding of child development and the risks and issues facing children in care and their families</li> <li>• Commitment to equality of opportunity in all aspects of working with children, their families, staff and external professionals</li> </ul>		
<p><b>SKILLS &amp; ABILITIES</b></p>	<ul style="list-style-type: none"> <li>• Able to establish strong, trusting, effective relationships with children and staff and role model relationship-centred practice</li> <li>• Commitment to keeping the interests, rights and needs of children central to organisational thinking whilst balancing these with business and organisational imperatives and realities</li> <li>• Able to negotiate and influence current and potential commissioners and build positive relationships with them</li> <li>• Able to represent the organisation to external bodies and the local community</li> <li>• Able to create a compelling vision for staff and successfully manage and communicate change</li> <li>• Able to lead the team to ensure they deliver a consistently high quality of care</li> <li>• Able to confidently and assertively address challenging issues where necessary – diagnosing problems and achieving satisfactory resolutions</li> </ul>	<ul style="list-style-type: none"> <li>• Experience, skills or interests in creative and practical activities such as cooking, sports, music, gardening, arts</li> </ul>	<p>Interview</p>

	<ul style="list-style-type: none"> <li>• Able to monitor and effect improvements in staff performance and manage underperformance</li> <li>• Able to develop systems, processes and workflows to support effective, high performance service delivery</li> <li>• Able to time manage effectively and know what to prioritise and when to delegate tasks</li> <li>• Able to communicate clearly, logically and effectively both orally and in writing</li> <li>• Ability to evaluate information and consider competing factors to inform sound decision making</li> </ul>		
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Enthusiasm for and a track record of integrating diversity and cultural issues into planning, design and delivery</li> <li>• A personal commitment to professional development</li> <li>• Able to work shifts including evenings, sleep-ins, bank holidays and weekends where necessary</li> <li>• Able to take part in the on-call management system providing out of office hours support to the home</li> <li>• A high degree of tenacity, resilience and emotional intelligence</li> <li>• Willingness to undergo an enhanced DBS check and register with the online update service</li> </ul>	<ul style="list-style-type: none"> <li>• An interest in innovative approaches to children's residential care</li> <li>• A driving licence</li> </ul>	Interview