



Application Pack

Service Lead: Children's Homes and
'Staying Close'

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Welcome from the Strategic Lead – Children in Care and Care Leavers

Welcome and thank you for your interest in the Service Leader – Children's Homes and 'Staying Close'

Royal Greenwich currently has two dedicated children's homes, both of which are graded 'Good' by Ofsted and put the children in our care at the centre of all they do.

We are seeking an inspirational leader who can help provide strong and effective strategic leadership for our children's home and work with our experienced staff to ensure continuous quality improvement and the very best outcomes for our children and families.

Royal Greenwich has around 400 children in our care, and to ensure that we have a broad range of homes for them, we have delivered a range of transformative projects and programmes from recruiting more foster carers who are recruited and supported directly by Royal Greenwich Children's Services, as well as increasing our children's home provision. We currently have two homes, a 'staying close' pod and intend to increase our locally led and managed children's homes in the next 3-4 years.

Where we seek to further develop our own children's home, we recognise that a range of provision is required to meet the needs of our children and young people. Alongside the strategic management of the children's homes and acting as the responsible individual, you will work collegiately with colleagues to support the borough's wider sufficiency agenda.

Like all local authorities, we operate within a challenging financial context and keeping children in our local provision, where it is in their best interests, can help drive cost efficiencies as well as improving their outcomes. A central part this role will be to achieve a high occupancy rate, ensuring the best value for money.

This is a new and exciting role created as a result of our ambitions to increase our local children's home provision. The successful candidate will have an opportunity to develop their strategic leadership skills whilst remaining close to practice and driving consistency across the range of Royal Greenwich children's homes.

Children's Services have an inclusive and supportive culture with an open, accessible and values-driven leadership team with a consistent and proactive approach to anti-oppressive and anti-racist practice.

We hope that you find this pack useful, however, should you have any further questions about the role or the wider service, please do not hesitate to contact me on Ishara.Tewary@royalgreenwich.gov.uk

If you, like us, put children and young people at the heart of all you do, we would welcome your application.

Ishara Tewary
Strategic Lead – Children in Care and Care Leavers



The Department

The Children in Care and Care Leavers' Service is based within the Children and Families Social Care Division and is comprised of a range of services including:

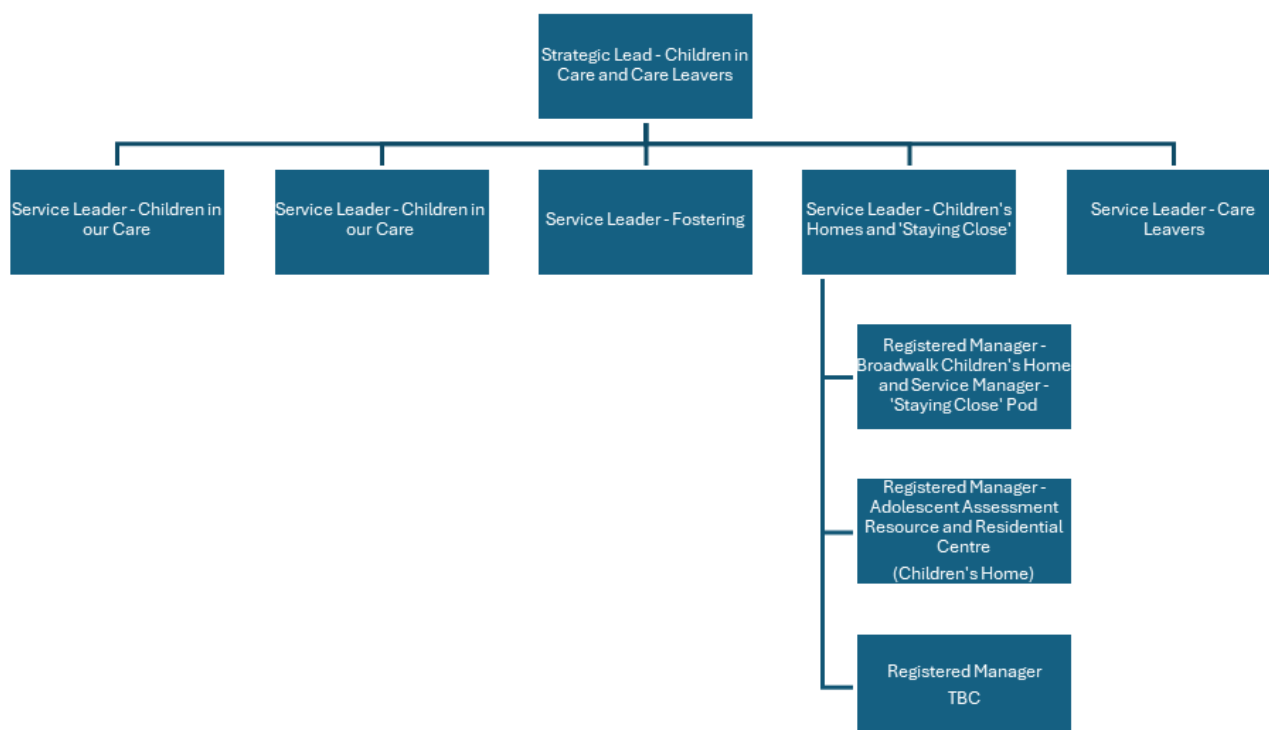
- Children in Care Service
- Fostering Service
- Care Leavers' Service

At present, our children's home report into our Fostering Service, however, following a review of portfolios across the area, a new Service Leader role has been created. The new role will directly line manage two Registered Managers and as new children's homes are developed, these too will report into the newly established area.

We are looking to create a third children's home and a key strategic priority will be to work with key colleagues across the Council including a dedicated project management team to help make our vision for new children's homes a reality.

As you will likely be aware, national social care reforms are currently underway which are being implemented across all local authorities. It is not anticipated that this role will be directly impacted by any of the structural change.

The organisational chart below sets out the senior leadership structure within the Children in Care and Care Leavers' Service.



Our Greenwich Plan

Our Greenwich is a plan for the next four years that focuses on the change we collectively want to see in our borough. It has been developed with our residents, partners and staff so it is truly a plan that belongs to us all. The document is structured around five themes that give focus whilst preventing us from becoming too siloed in our work.

For each theme we have set a vision and missions for where we want the borough to be by 2030. Each theme has a set of 'missions' that have been developed to compliment our visions. For each mission we set out what these mean in terms of outcomes for our communities, businesses, partners, Council and borough. For each mission we have a set of success measures which we will use to set targets, monitor our progress and be transparent about where we are.



Taking this approach helps us be:

Purpose-led not task-led

We focus on the change we want to see in our communities and we act with this always in mind.

Accountable to our communities

We have a set of missions that if delivered will make meaningful change in our communities and we regularly report on our progress in delivering these.

Collaborative, empowered and innovative

By having a focus on outcomes we are able to work in collaborative and innovative ways with communities and partners as we are clear on what we are trying to achieve and challenge existing ways of working.

Communities: Focusing on the Council's interaction both directly and indirectly with residents and communities

People: Focusing on meeting the needs of residents of Greenwich

Place: Focusing on developing Greenwich as a place

Economy: Focusing on the development Greenwich's economy

Organisation: Focusing on improving how the Council works



The Role

Drive the very best outcomes for our Children in Care

Are you an experienced leader in children's social care, passionate about driving excellent in residential care provision and delivering the best outcomes for young people? Royal Greenwich is looking for a Service Leader to provide strategic leadership and operational oversight of our Children's Homes and Staying Close Pod – ensuring every child receives high-quality care and support through their journey into adulthood.

This is a pivotal leadership role, offering the opportunity to shape and develop innovative, locally-led services that provide stability, safety and nurturing environments for children in care and care leavers.

As the Service Leader, you will act as the Responsible individual, ensuring our homes meet all regulatory and Ofsted requirements and contribute to the council's Sufficiency Strategy.

About the Role

Reporting to the Strategic Lead for Children in Care and Care Leavers, you will lead and manage our Children's Homes and Staying Close Pod, providing expert support and supervision to Registered Managers. You will ensure that services are safe, effective, and responsive to the needs of children and young people. You'll also work strategically with colleagues across Commissioning, Children in Care and Care Leaver services to support timely transitions and reduce reliance on out-of-borough or emergency placements.

- **Act as the Responsible Individual** for the Children's Home and Staying Close Pod, ensuring full **compliance with Ofsted, Children's Homes Regulations** and relevant **quality standards**.
- **Lead the operational management** of residential services, embedding a culture of **high expectations, accountability, and continuous service improvement**.
- **Support and develop the workforce**, providing direct **supervision and leadership** to Registered Managers and ensuring **consistency in practice**, effective safeguarding and high performance.
- **Oversee care and transition planning** for children from the Homes, ensuring children are placed in **suitable, local provision** and experience **well-supported transitions** into adulthood.
- **Collaborate across services**, building strong partnerships with **health, education, leaving care and voluntary sector providers** to improve outcomes and ensure **wraparound support**.
- **Contribute to the Sufficiency Strategy**, helping shape **local provision** that meets demand and supports **stability, planning and long-term sustainability**.

*Please refer to Job Description for full list of responsibilities



What We're Looking For

You will be a **confident and resilient leader** with a **proven track record** in managing **residential or children's care services**. You will combine **strong knowledge of regulatory frameworks** with the ability to **lead complex services** and **drive cultural and practice change**.

We are looking for:

- An appropriate professional qualification relating to the delivery of support for children and young people with substantial post-qualifying experience.
- A strong understanding of the **Children's Homes Regulations** and how they apply in practice.
- Experience delivery and/or managements of children's homes.
- Familiarity with the **Ofsted Inspection Framework** and its implications for service delivery.
- A clear understanding of the **Responsible Individual's** duties and accountability.
- Proven experience in leading a **team, service, or residential home**, with a focus on quality and outcomes.
- Excellent **partnership working skills**, with the ability to build and maintain effective relationships.

A genuine **commitment to participation**, ensuring that the voices of children and young people shape the services they receive.

How to Apply

If you're an experienced, results-oriented leader in children's social care with a proven track record in managing Children's Home provision, we'd love to hear from you. We're looking for a Service Leader who's ready to make a real difference in the lives of the children in our care.

To apply, please submit your application along with a supporting statement that demonstrates how your experience aligns with the role's key responsibilities and person specification.



Why Choose Greenwich?



As the home of the Prime Meridian Line, Greenwich Mean Time and a Unesco World Heritage Site, Royal Greenwich was named as the first new Royal Borough for more than 80 years.

Royal Greenwich is a great place to live and work, with the main Council offices based in the heart of Woolwich.

Benefitting from excellent transport links ranging from buses and tubes to trains and ferries, Royal Greenwich is one of the easiest boroughs to get to. Not to mention the New Elizabeth Line that only takes 21 minutes to get into or from central London from Woolwich, and 10 minutes to reach The O2.

At Royal Greenwich, you'll be part of an innovative and supportive team committed to delivering real impact for our residents. As a **Service Lead: Children's Homes and 'Staying Close'**, you'll enjoy:

- An **excellent working environment and culture** with experienced, professional management and colleagues.
- A **generous 29 days' annual leave**, plus **Bank Holidays**. (increasing to 32 days after 5 years continuous service)
- **Flexible and hybrid working arrangements** with comprehensive IT support.
- Continuous professional development opportunities, including coaching, mentoring and training.
- Access to an enhanced **Employee assistance programme (EAP)** for you and your immediate family which provide support on a wide range of work and personal issues
- The chance to work in a vibrant borough with excellent transport links, including the **Elizabeth Line** and **Uber Boat** and season ticket loans to get here.
- A **Cycle to Work scheme, reduced-rate gym membership** and a range of local benefits and discounts
- The security of up to **6 months' full pay and 6 months' half pay** (after 5 years continuous service)
- Not to mention a **generous Local Government Pension Scheme (LGPS)**, which is a Defined Benefit Scheme offering employer contributions. LGPS builds at a rate of 1/49 (e.g. £20k salary/year/49 = £408.16 pension)

Your pension also benefits you with:

- Life cover - you get life cover of 3x pensionable pay
- Lower tax
- Survivor benefits and
- Ill health cover

