

StCHRISTOPHER'S
**CREATING BRIGHTER
FUTURES**



**St Christopher's Children's Home
Manager Recruitment pack**



Welcome letter

Dear Candidate,

Thank you very much for your interest in joining our charity St Christopher's Fellowship as a Residential Children's Home Manager. For over 150 years St Christopher's has worked to give children and young people brighter futures through support and homes and our residential work ensures that children who have had adverse childhood experiences are able to develop secure trusted relationships empowering themselves to grow in their independence.

We ensure that children and young people are safeguarded against harm and abuse and equipped with the resilience and living skills to reach their potential. As a leader in children's care innovation we use our learning from our successful government programmes for preventing child sexual exploitation and enabling equality of support and relationships for care leavers. This enables us to deliver good and outstanding children's homes which meet the needs of individual children by recognising that young people are the experts in their own lives.

Each day children and young people are unable to get the tailored help and support to meet their individual needs due to national shortages of appropriate caring placements. We are growing to meet this need and currently we are looking for special individuals to lead children's home teams that exemplify our values of care, honesty, flexibility, respect, creativity and professionalism.

St Christopher's is an Ofsted regulated charitable provider of children's homes, fostering homes, semi-independent support, holistic community based outreach services for young people. We bring knowledge from all our areas of work to everything we

do ensuring our practice remains agile and developing to meet the challenges young people may face today and in the future

A national charity St Christopher's understands the importance of being representative of the young people and the communities we serve. We know that it is crucial that young people have role models that share their diverse identities and we are committed to recruiting to meet their cultural needs. We are an equal opportunity employer and keen to develop an inclusive workforce where people feel they belong. We hope to attract applications from under-represented groups including people from different cultures, nationalities, socio economic backgrounds, ages, disabilities, religion, faith, sex, orientation, child care responsibilities and with gender diverse identities..

We are looking for qualified Residential Children's Home Managers and Deputy Managers and those with transferable relevant experience in delivering for young people. Most important to us is a passion for working with children to keep them safe and enable them to grow towards their own brighter future. As such your commitment to continuous training, learning and personal development is essential.

If you think this could be you then we would love to hear from you.

Yours sincerely,



Jonathan Whalley

CEO – St Christopher's Fellowship



About us

Our Vision

St Christopher's vision is for every child and young person to be safe, loved & happy, to achieve their potential and have a bright future.

Our Mission

To create brighter futures for children and young people. We do this by providing fostering, residential and support services where children and young people can feel safe and cared for. We support them to make positive relationships which give them the confidence to succeed.

Our Values

We **care** about children, young people and our staff. We know that trusting relationships transform lives, and our staff and carers work to promote positive relationships with children, young people, and their families and friends. We are always looking to improve how we work together within St Christopher's and how we work with our commissioners and supporters.

We are **respectful** of every individual, and value the strengths in everyone. Our approach is founded on a commitment to individual human rights. We value our teams for what they bring and the way they support children and young people to be who they want to be.

We are **professional** and committed to reflection and continuous learning.

We have high standards, and we learn and improve by reflecting together

We are **flexible** and agile so that we can be fit for the future. We do everything we can to respond to the individual and changing needs of the children and young people we look after, and to respond to what each of our commissioners want us to deliver.

We are **honest** about what we can do, and optimistic about the future. We don't promise what we can't deliver, and we strive to achieve more.

We are **creative**, and passionate about positive change. The best insights into how to create change come when we listen to children and young people. We do things together and have fun together so that we can create energy and enthusiasm for change. We are innovative, push boundaries, and use data and evidence to continually improve.

Our commitment to participation and co-production

What is participation?

Participation is the active involvement of young people in experiences, opportunities and decisions about how to make their lives better. It gives young people the power to shape both the way they are involved and the outcomes of their involvement. These experiences boost self-esteem and equip young people with the essential transferable skills they need for the future.

Young people picked five key things that they think are important for meaningful participation:

- Everyone has a say, but we have the right not to say anything too
- Be honest about how much impact our participation can and will have
- Our involvement is supported and valued by everybody
- We get involved in fun ways that actually make a difference
- Activities change and improve depending on what we are telling you about

What is co-production?

Co-production is a type of participation activity when you create something new in partnership with the people you are working to support.

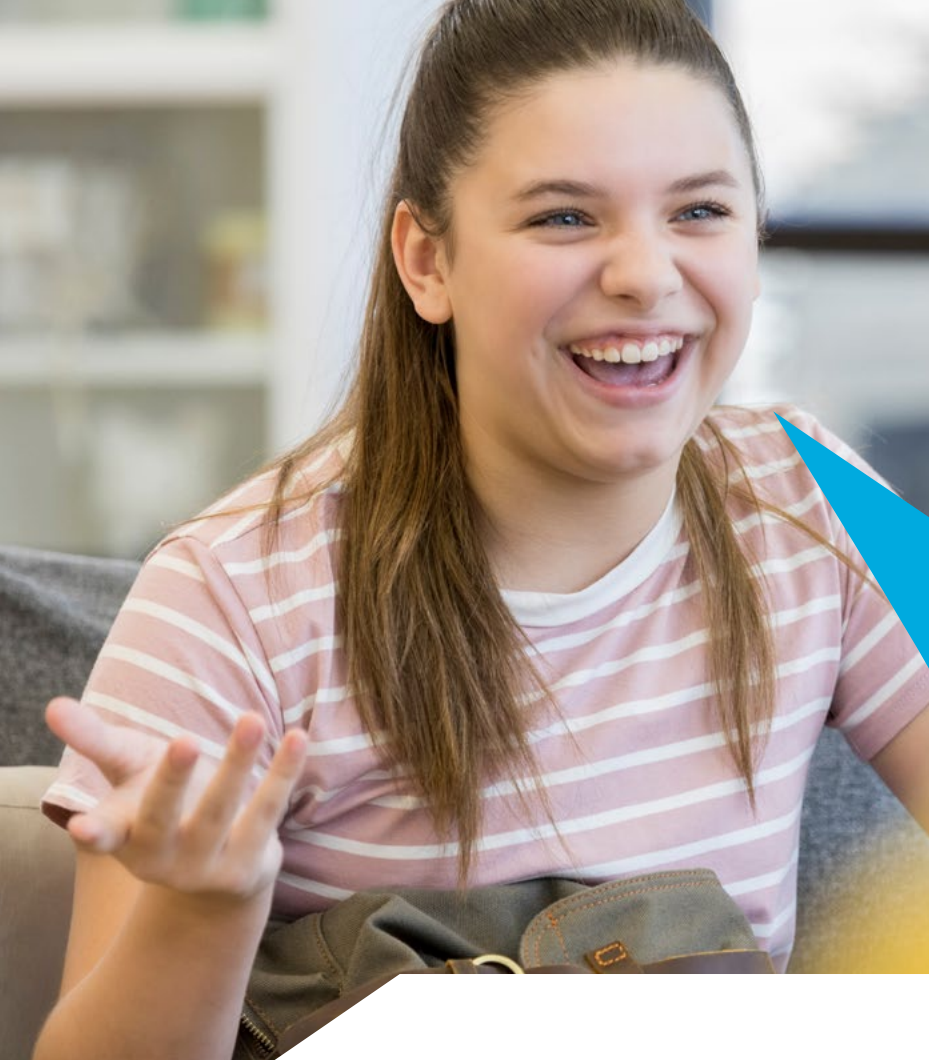
At St Christopher's we believe co-production is the route to developing fantastic, life-changing children's services. For us, this involves coming up with ideas alongside our children and young people for new services and support streams.

This is a strengths-based way of working that recognises our young people's expertise about being in care. Through our social pedagogic approach we know that every single young person we care for is full of innovative ideas that can change the shape of children's social care – and we empower them to achieve this.



“Only I know what it’s like for me, other people can try to understand but only I truly know.”

Amir, young person



“Staff have always been there. They don’t take stuff personal and just keep trying to show me how I am good and help me achieve stuff.”

Carly, young person living with St Christopher’s

Social pedagogy is our philosophy of care



Social pedagogy is a holistic approach that centres around building positive relationships with young people to bring out their full potential and find their “inner diamond”.

We have been developing our use of social pedagogy over a number of years – honing our approach within homes using social pedagogy within training for staff across all of our services. Now, we are experts in using this approach in a variety of children’s social care settings. We will work with you to develop your understanding of Social Pedagogy to build trusted relationships between children and staff within our homes.

How does social pedagogy work?

Our practice is based on the **head, heart** and **hands** approach:



We learn and develop as equals alongside our young people. Our understanding of attachment theory and therapeutic ways of working mean we can design bespoke care plans for every young person we work with.



We use our emotional intelligence and relational skills in our reflective practice to help us develop relationships with young people, their families and our colleagues. Young people say that staff now understand them better, which means they can trust them more.



Creative, practical activities empower young people to learn, develop and heal from previous trauma. Young people are allowed to do things for themselves and learn from the experience, even if that means making mistakes along the way.

Our strategy

**Brighter futures
for double the
number of children
and young people
by 2023**

**Improved
emotional
wellbeing**

**More excellent
homes,
fostering and
support**

**Lifelong
learning and
thriving**

Every child
& young
person should
be safe, loved &
happy to achieve
their potential

St Christopher's Way  **Head**  **Heart**  **Hands**

People
Participation
Partnerships

Financial
Strength

Evaluating
Impact

Infrastructure

Our strategy

Our strategy outlines how we will support children and young people between 2018 – 2023.

The strategy reflects St Christopher's by being participative, aligned with our ways of working, and with young people at the very centre. Children, young people and staff from across the organisation have had their say on the strategy so that it is built upon ideas that will benefit the people we work with, now and in the future.

Create more excellent homes, fostering and support:

Children and young people have told us that it's the relationships with carers in our fostering and residential services that make their houses feel like homes. Over the next five years we want to offer more excellent homes to even more children in care and care leavers. We will do this by focusing on growing our residential, fostering & support to provide services to double the number of children & young people by 2023.

Improve emotional wellbeing:

We will develop clinical therapeutic input across all

of our services, so young people, carers and staff receive the expert advice and support they need, when they need it. Building on our existing strengths in attachment theory and social pedagogy, we will partner with mental health organisations to develop holistic, empowering, relationship-centred ways to improve emotional wellbeing.

Promote lifelong learning and thriving:

Our staff succeed with some of the most excluded young people through relationship-centred, creative approaches to learning that equip them for life in the world. We will increase capacity in the education & life skills teams to support more young people to achieve.

We will collaborate with young people to help make each step of their journey to independence easier, maintaining important relationships with people that matter most, whether friends, family, carers, or St Christopher's staff.

We will continue to invest in training and supporting our staff to enhance learning and develop skills to promote growth and career progression.



Finances and impact

Last year we spent just under

£18,500,000

supporting children and young people

The main areas of expenditure were:



We spent **£267,000** training staff



Role description

We have a passionate commitment to our young people, placing them at the centre of everything we do and as the homes (registered) Manager; you will be a key player in building and extending this commitment.

You will recruit lead and support a team of Residential Workers and Deputy Managers, all committed to transforming lives and creating positive outcomes. In addition we have an in house team of Therapists providing support to staff and young people within the home.

We have recently launched St Christopher's Academy to ensure our staff are continually developing. We will support you to map out your career trajectory and help you achieve your professional ambitions.

- Level 3 Diploma in Residential Childcare and, be either working towards or be prepared to complete Level 5 Diploma in Leadership and Management for Residential Childcare, within 3 years.

- 2 years' experience working in a role relevant to the residential care of Children, within the last 5 years.
- At least one year experience of staff supervision and management responsibility within the care sector.
- A passion for achieving the best possible outcomes for young people.
- Excellent leadership and staff management abilities.
- Exceptional communication and interpersonal skills.
- The ability to deliver at least 'good' in the home's Ofsted inspection. You will be supported to achieve this.
- Sound business awareness and a flair for promoting the service.
- Flexibility, drive and resilience.

This role will involve some shift work plus some on call duties in the evening and at weekends. Applicants will be subject to enhanced DBS (police) checks.

What you should expect from us

- Competitive salary
- A friendly working environment, a fun, open and honest culture.
- 25 days holiday rising to 27 days after three years' service, plus Bank Holidays, pro-rata.
- Industry Leading training programme including Young People's right and participation, CSE, empowerment, mental health, Social Pedagogy
- Contributory pension scheme, Enhanced Maternity and Company Sick Scheme.
- BUPA Employee Assistance Programme, offering counselling, financial advice and legal support.
- Interest-free season ticket loan, cycle to work scheme.
- Discount shopping scheme, to save money at hundreds of retailers across the UK.
- Discretionary Funding Training Programs.
- Employee Awards based on performance and length of service.





About the recruitment process

At St Christopher's we are committed to the safeguarding of all children and young people in our care. During the recruitment process you will be expected to complete an online application form to ensure we capture essential information to meet legislation, best practice and vetting requirements.

Applicants will ideally already be on the DBS Update Service; if this is not the case St Christopher's ask you to undertake a DBS (police) check.

Your online application must include a supporting statement addressing the criteria stated in the Person Specification.

St Christopher's Fellowship has a minimum age requirement of 21 for roles working directly with children and young people in our residential and semi-independent homes.

We are an equal opportunity employer and keen to develop an inclusive workforce where people feel they belong. We hope to attract application from under-represented groups including people from different cultures, nationalities, socio-economic backgrounds, ages, disabilities, religion, faith, sex, orientation, child care responsibilities and with gender diverse identities.

Any queries

For more information or assistance during the application process, please contact recruitment@stchris.org.uk

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CREATING BRIGHTER
FUTURES

Caring for children and young people since 1870

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"We say it's okay"

This brochure has been approved by St Christopher's young people