

Blue Mountain

Homes Ltd

Equipping and empowering each young person to fulfil their potential and find their positive pathway in a safe environment.

We are committed to providing individualised care, education, and opportunity.

Job Description

Head Of Care



Job Title: Head Of Care

Responsible to: Managing Director and Chief Operating Officer

Job Purpose

The Head of Care is a senior operational leader and core member of the leadership team, responsible for strategic oversight of Care, Safeguarding, Quality Assurance, and Regulatory Compliance across all children's residential homes operated by Blue Mountain Homes.

The postholder will ensure that services consistently meet the Children's Homes Regulations, Quality Standards, and safeguarding expectations, while promoting a strong, child-centred culture across the organisation.

Scope of Role

- Oversight of 19 children's homes (with planned growth to 23 homes by 2028)
- Line management responsibility for Area Managers
- Organisational Designated Safeguarding Lead (Level 5)
- Senior leadership contribution at board level
- Participation in senior on-call arrangements

Main Duties & Responsibilities

Strategic Oversight of Residential Services

- Provide operational oversight across 19 children's homes
- Monitor quality of care, safeguarding culture, and regulatory compliance
- Review referrals and assess placement suitability
- Monitor placement stability and serve notice where required

Leadership & Line Management

- Supervise and support Area Managers
- Supervise senior leaders (including senior operational leads)
- Arrange and chair Managers' and Area Managers' meetings
- Participate in core team meetings
- Conduct Headteacher supervisions
- Contribute to board-level discussions with MD and COO

Safeguarding Leadership (Organisational DSL)

- Act as Lead Designated Safeguarding Lead (Level 5)
- Lead safeguarding practice and culture across the organisation
- Complete and oversee safeguarding rotas
- Direct safeguarding and staffing investigations
- Liaise with LADO and external safeguarding partners
- Attend strategy meetings where required
- Carry out investigations where conflicts of interest arise
- Conduct disciplinary meetings relating to safeguarding or conduct

Regulatory & Compliance Oversight

- Oversee and comment on all Regulation 44 reports
- Attend Ofsted inspections and feedback meetings
- Correspond with Ofsted in line with regulatory requirements
- Ensure homes meet Children's Homes Regulations and Quality Standards
- Sign off staff files to ensure safer recruitment compliance
- Review and develop care policies and procedures

Multi-Disciplinary Oversight

- Oversee and meet with the therapy team
- Minute therapy meetings
- Maintain oversight and communication with education services
- Attend education team meetings
- Ensure integrated working between care, therapy, and education

Risk, Incidents & Governance

- Receive and review all staff accident forms
- Liaise with insurers where required
- Provide senior decision-making during incidents
- Maintain oversight of high-risk staffing or safeguarding situations

Senior On-Call Responsibility

- Provide 24/7 senior on-call cover
- Respond to safeguarding incidents, placement breakdowns, and crises
- Provide escalation support to managers outside office hours

Person Specification

Skills & Abilities

Essential

- * Strategic leadership and organisational oversight skills
- * Advanced safeguarding leadership capability (organisational DSL level)
- * Strong supervisory and performance management skills
- * Advanced report writing, regulatory correspondence, and policy drafting skills
- * Risk management and complex decision-making capability
- * Investigative skills (safeguarding and staffing matters)
- * Organisational and strategic planning skills
- * Team building skills
- * Strong analytical skills (trend analysis, compliance monitoring)
- * Emotional resilience and ability to work under sustained pressure
- * High levels of integrity, professional judgement, and ethical decision-making
- * Ability to represent the organisation confidently within the wider community and with regulatory bodies

Knowledge

Essential

- * Level 5 Diploma in Leadership & Management for Residential Childcare (or equivalent)
- * Designated Safeguarding Lead Level 5 (or equivalent advanced safeguarding training)
- * In-depth knowledge of:
Children's Homes Regulations 2015
Quality Standards
Children Act 1989 and 2004
Working Together to Safeguard Children
Ofsted Inspection Framework
- * Safer Recruitment requirements
- * Knowledge of multi-agency safeguarding procedures and LADO processes
- * Knowledge of quality assurance systems across multiple services
- * Understanding of organisational governance and regulatory accountability

Desirable

- * Experience supporting Responsible Individual functions
- * Experience contributing to organisational growth or service development

Experience

Essential

- * Minimum of five years' experience working with children in residential care
- * Minimum of two years' experience in a senior leadership role (e.g., Regional Manager, Responsible Individual, or equivalent)
- * Experience overseeing multiple homes or services
- * Experience leading safeguarding investigations
- * Experience managing disciplinary processes
- * Experience liaising directly with Ofsted and attending inspections
- * Experience working effectively with multi-agency professionals
- * Experience managing complex placements and risk

Additional Information

All applicants must have a valid manual UK/EU Driving Licence.

We operate using Safer Recruitment at all times so any offer of employment would be dependent on the necessary checks and enhanced DBS.



Schedule

Monday to Friday 9am till 5pm, 37.5 hours a week, flexibility is essential when needed.

On call for safeguarding on a rota basis.

Salary

£ 70,000 - £75,000 per annum

Bonus: Up to £10,000 performance-related bonus

Job Types

Full Time

This is a fully site-based leadership role.

Working across our homes and from the central office.

Staff Benefits

- * Company pension 3% Employer Pension Contribution
- * 24 days Annual Leave
- * Company Car
- * FDBS Check
- * Referral programme up to £500
- * Store discount
- * Employee Wellbeing service
- * Therapeutic training for all staff
- * Quarterly Recognition Awards

General Statement

The above duties and responsibilities do not include or define all tasks that may be required by the postholder. The duties and responsibilities may vary without changing the general character of the duties or the level of responsibility entailed.

Equal Opportunities

Blue Mountain Homes supports Equal Opportunities in Employment and opposes all forms of unlawful discrimination on grounds such as colour, race, nationality, ethnic or national origin, sex, marital status, disability, sexual orientation, religion or belief and age. You are expected to comply at all times to the Companies EO Policy and Guide to Equality document.

The above job description forms part of your Main Terms and Conditions of Employment. The Company reserves the right to vary duties and responsibilities at anytime.

Signed.....

Date.....