

Outstanding
homes/outstanding
leaderssome thoughts
and themes for RI's to
consider

Chris Freestone. 11.9.23

Anecdotal
or evidence
based ?

Often the team and leader
think they are outstanding

This can be reinforced by
other professionals feedback

You have a feeling you are
What evidence do you have?

SCCIF.....
revised and
tightened focus
on leadership ,
management
and what it is
like for the
child to live in
your home....

Always a good step to review the requirements
and assessed elements of the SCIFF

Action plan any gaps in relation to other grades-
---- good ---- evidence base ?

Have the evidence of your mapping to hand for
any challenge

Triangulation of evidence

Registered Manager- interview ?

Development ? Are they at this point ?

- Culture
- Aspirational
- Up to date
- Leadership skills
- Vision / values / ethos – sharing
- Knowledgeable / strong followership
- Works well with the RI and other professionals
- Using the Regulation 44 Visitor effectively as an external source
- **CHILD CENTRED- absolute clarity in hearing the voices of the young people-needs a real focus post Hesley**
- **Is this being tested at interview ?**

Registered Manager

- Planning – all aspects
- Dealing with the positive and the not so positive
- Role of resilience across the board – staff , young people and you. Clear links to culture and practice
- Role of being a reflective practitioner....not just reflective
- Your ongoing CPD.....
- Using all sources of evidence so you know the areas of focus beforehand . e.g. Reg 40 notifications , rapid staff turnover etc
- Managing the inspection- have your evidence , confidence , managing challenge- if you have evidence of being outstanding show it! Sometimes gets missed in the moment !

Responsible Individual- some aspects. Do you have the characteristics we have identified for the RM ?What else ?

- Regulation- supervising the management of the home
- Monitoring / presence/ known to young people/ advocacy role
- Supervision with the RM- reflective , meaningful
- Joint focus on a lessons learned culture- in place and understood by all ?
- Joint strategic / operational approach to short , medium and long term developments in the home
- Challenge in relationship
- Clarity of RM / RI roles
- Supportive

Other issues

Are you clear on your starting points ? Baseline assessments not anecdotal- be clear.....

Education- “pushy parent?”

What is available locally? Advocacy ? Aspiration ?

Pinch points – post pandemic ? RAAC impact ?

Transitions- outcomes and planning going into secondary school college , bridging to go home , adulthood , apprenticeship ?

SAFEGUARDING- culture and clarity all held by leadership and management

Communication and young person’s voice throughout

Other issues

- As the leaders, be aware of points of change and its' impact. e.g.
 - A new young person in the house
 - New member of staff
 - Change in RI
 - Local issues
 - Recruitment
 - Cost of living
- Any others you can think of ?

Also....

Capture those “magic “ moments – often these are only captured anecdotally. Make sure those special moments and breakthroughs are recorded

Look out for drift..... don't assume “outstanding “ continues

Using research – make sure you can evidence implementation , outcomes and impact for the young people. learning and change throughout.

Small group work----

- Discuss the current context in terms of recruitment and other surrounding issues.
- Are these issues likely to hold back gaining an outstanding grade ?
- Do you develop L&M which is outstanding day to day and then seek evidence?
- How important is gaining that grade to you ? What may be the pitfalls in terms of culture and relationships if this is a total focus?
- Open discussion.

Any

- Reflections
 - Queries
 - Thoughts ?
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- Thank you- Chris