

If you've not seen the information sheet you can scan here...



Focus group

Recruitment & Retention of Leaders

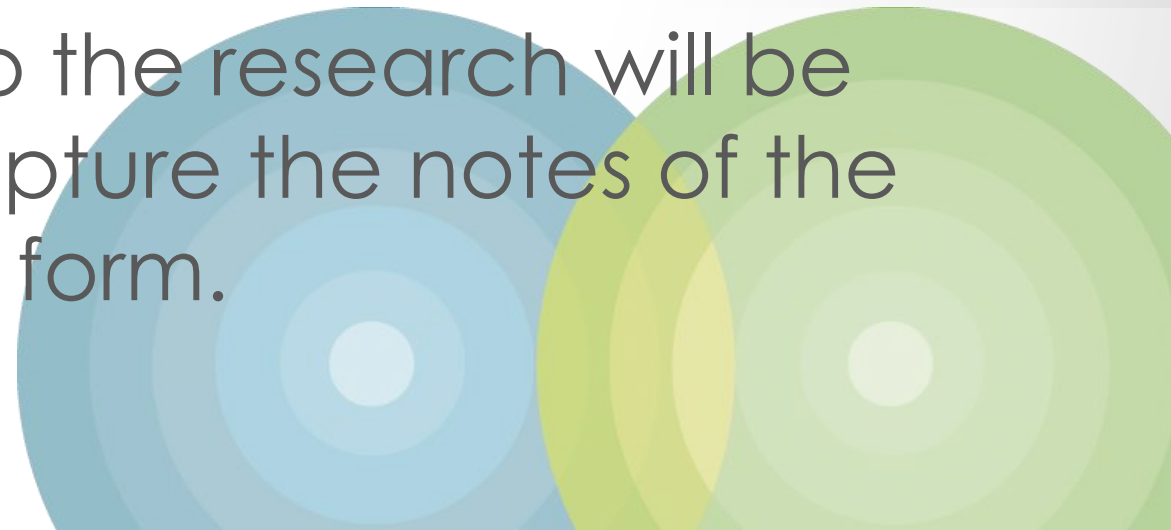
in residential special schools and children's homes



Purpose of the work

- **Commissioners & Responsible Individuals** commissioned this work to better understand the vacancy rate for RMs & Heads of Care in England
- **What we learn we will share** to inform recruitment, retention and growth strategies nationally
- We will produce focus groups, a survey and a report
- **Your personal contribution** to the research will be kept confidential. We will capture the notes of the discussion through an online form.

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Who are we?

- **Independent Steering Group** comprising Children's Homes Association, National Association of Special Schools, commissioners, RIs, Ofsted and DfE
- **dialogue** is coordinating and running the research. We are a training and consultancy organisation for children's homes – dialogueltd.co.uk/residential
- **Funded by...** South West Sufficiency Group of LAs, RWK Goodman, Hazlewoods, National Association of Special Schools and the Caretech Foundation

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What we will **talk about**

- availability and vacancies for registered managers and heads of care
- your views on the registration process
- your experiences and views on what attracts (and discourages people to apply for leadership roles).



Ground rules

- **Confidentiality:** anything shared stays in the room
- **Respect and listening:** all opinions are valuable
- **Participation is voluntary** – you can choose not to answer any questions or leave at any time.
- **Any other suggestions** for a safe and supportive environment for sharing experiences...?

- **Notetakers**

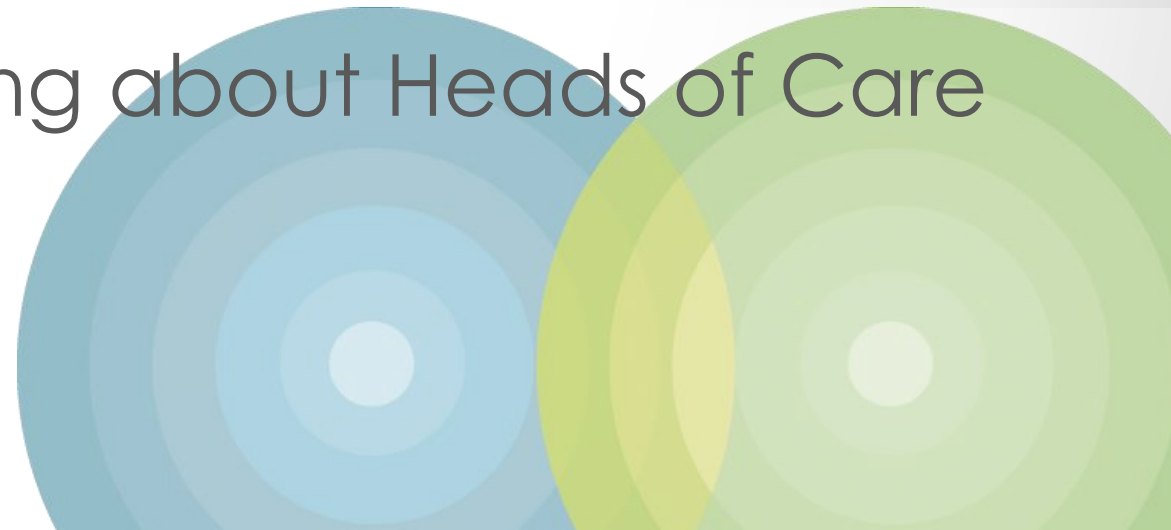
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The question areas (each is broken down)...

1. What attracts (and discourages) people to apply for leadership roles?
2. Experience of being a Registered manager/ Head of care^{*}
3. Registration and 'fit person interview'

^{*} By **Head of Care** we are talking about Heads of Care in Residential Special Schools



Gathering your **input**

- **Everyone** can contribute – notetakers gather the group view
- Online form at dialogueltd.co.uk/research
- Your contribution will be **anonymous**
- **Try the link** and complete the questions about your role and region



What attracts (and discourages) people to apply for **leadership roles**?

- Why do you think there is a shortage of Registered managers/Heads of Care?
- What do you think would help to recruit more Registered Managers/Heads of Care?
- What you think would help to retain Registered managers/Heads of Care?



Experience of being a Registered manager/ Head of care

- What do these leaders love about the role?
- What would help make their role easier?
- What are the main challenges related to the role?
- How has the role changed in the last 5 years?



Registration and 'fit person interview'

- What stops people starting or completing the process of taking these roles?
- What would improve the process of taking on one of these roles?
- Why do you think some people take on management roles without registering?
- What advice do you have for colleagues thinking about starting the registration process?



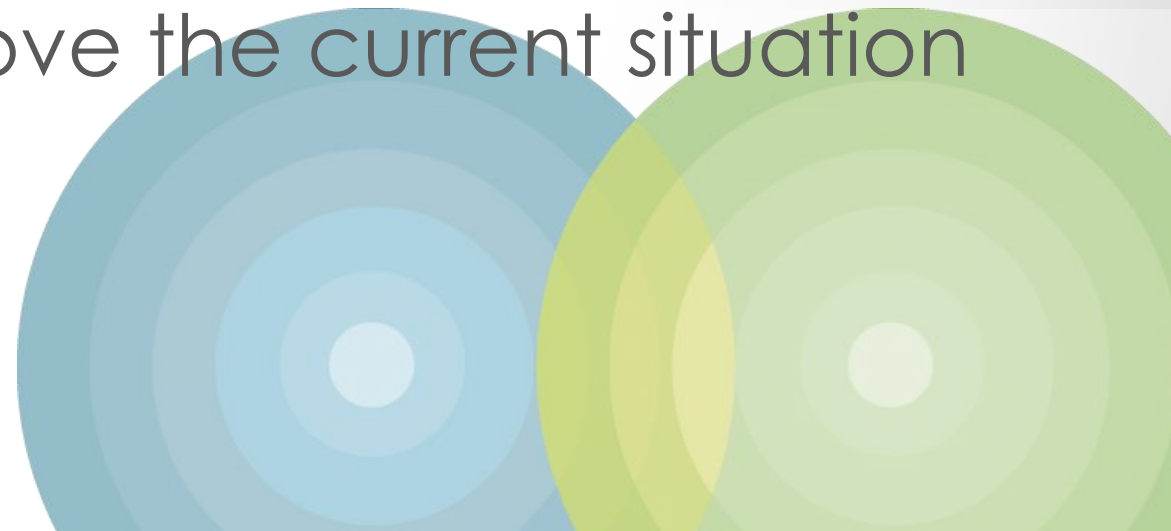
Anything else...?

- What else would you like to tell us about being a manager in the residential care sector?



Thank you... so **what next?**

- Completion of **focus groups** 13th December 2024
- **Survey** to all children's homes and residential special schools will be circulated in January 2025
- **Project report** due mid 2025 – will include recommendations for providers and commissioners to inform recruitment, retention and growth strategies nationally to improve the current situation



Missed something crucial...? Want to **write it up**?

- **There's still time!**
- Visit the online form at dialogueltd.co.uk/research before 13th December 2024
- Select feedback as an individual. Your contribution will be **anonymous**

