



Children, Young People
and Families Manager
(Residential Care)
Level 5 Apprenticeship

Over 800 Childcare
Qualifications/Year

87% Overall
Success Rate

Specialist
Pathway Options

Children, Young People and Families Manager (Residential Care) Apprenticeship Standard

As a Children, Young People and Family Manager in Children's Residential Care you will ensure direction, alignment and commitment within your own practice, your team(s), your organisation and across partnerships to help children, young people and families aspire to do their best and achieve sustainable change. You will build teams, manage resources and lead new approaches to working practices that deliver

improved outcomes and put the child, young person or family at the centre of practice. You could be solely responsible for the management of a team or service, or be part of a management team. To deliver effectively on a wide range of outcomes you will work on a multi agency basis with professionals from a wide range of backgrounds, as well as team leaders and managers from your own organisation.

Entry Requirements

Apprentices should be at least 19 years old and have undertaken a DBS check. It is recommended that apprentices hold a Level 4 qualification in a related area.

Maths and English

Apprentices achieve their Level 2 English and Maths qualification as part of their apprenticeship.

End Point Assessment

Knowledge, skills and behaviours will be tested by an independent End Point Assessor which will be appointed by your employer.

Prior to your End Point Assessment you will attend a Gateway meeting with your employer, GP Strategies trainer/skills coach and your mentor/supervisor/manager who will review your progress and confirm that all of the requirements of your apprenticeship have been met. You will then be referred for End Point Assessment.

The End Point Assessment will take the form of a knowledge test and competence interview, and will be organised at a time and date convenient to both yourself and your employer.

The Level 5 Diploma and Level 2 Maths and English must be complete prior to the End Point Assessment taking place.

The outcome of your End Point Assessment test will be graded either Pass/Distinction/Fail.



The Standard

Core Knowledge

What the Children, Young People and Family Manager on completion must know and understand:

- Current research and development in the health and social care sector
- Theories underpinning the learning, development and motivation of individuals and teams
- The role of the team and the internal and external environment in which it operates
- Values and ethics and the principles and practices of diversity, equality, rights and inclusion
- Approaches to dignity and respect
- The principles and practice of supervision with their staff
- The theories and up-to-date research and best practice that underpin practice decision making
- The working practices surrounding legislation, national and local solutions for safeguarding and risk management of children, young people and families
- A healthy, safe and stimulating environment that fulfils health & safety legislation and requirements
- The safeguarding requirements contained within mandatory local safeguarding training or nationally accredited equivalent
- The principles and practice of statutory frameworks, standards, guidance and Codes of Practice
- The quality assurance of health and social care in line with OFSTED, CQC and other regulatory bodies
- Approaches to developing and implementing improvement, including use of data
- The theories of intervention that meet the needs of children, young people and adults within the family
- The practice and principles of resource management
- How to create engagement and innovation in the development of practice
- The commissioning cycle and its application
- Inter-agency and multi-agency work and its role in ensuring positive outcomes
- Techniques to influence, persuade and negotiate with others
- Principles of reflective practice; how people learn; effective continuing professional development
- Academic research, evidence-based data, policy developments, practice developments

Children's Residential Care Specialist Knowledge

What the Children, Young People and Family Manager on completion must know and understand:

- The principles of long term care and support for children and young people
- The legislation, the theoretical approaches and the compliance requirements for running a residential care home for the care and support of children and young people
- The theory and best practice in the use of restraint

Core Skills

What the Children, Young People and Family Manager on completion must be able to do:

- Maintains and develops a leadership style that sets the ethos, aims and approach to the work
- Manages the application of professional judgement, standards and codes of practice
- Creates a strong sense of team purpose
- Models an ethos that actively promotes equality, resilience, dignity and respects diversity and inclusion
- Actively seeks the views of others
- Develops and delivers good quality supervision practice and decision making
- Demonstrates evidence based practice and models the effective use of up to date research and theories
- Identifies and manages risk
- Monitors, evaluates and improves the working environment to ensure it is safe
- Sets clear, measurable objectives
- Uses data to evaluate the effectiveness of outcomes
- Develops, facilitates and leads changes in working practices that deliver improved outcomes
- Actively encourages the participation of children, young people and families in service improvement
- Manages the quality assurance of the service provided and proposes improvements
- Manages and deploys total resource (e.g. people, finance, IT property) to maximise outcomes
- Mobilises collective action across service boundaries and within the community to manage resources
- Commissions and contract manages external providers
- Collaborates with partner agencies and resolves complex issues to achieve best outcomes
- Builds an ethos of learning and continuous improvement across partner organisations
- Evaluates practice of team members
- Assesses learning styles of self and team members and identifies development opportunities
- Listens to, challenges and supports practitioners
- Engages in reflective practice and develops a learning culture across the team

Children's Residential Care Specialist Skills

What the Children, Young People and Family Manager on completion must be able to do:

- Ensures each child receives care and that the continuity of care for each child is in place
- Models the behaviour expected from staff and communicates a clear message about the responsibilities required in the care and support of children
- Manages and monitors safe systems of physical restraint

The Standard

Behaviours	These are the personal attributes and behaviours expected of Children, Young People and Family Manager carrying out their roles:
Care	Respecting and valuing practitioners, encouraging and enabling them to deliver excellent practice.
Compassion	Consideration and concern, combined with robust challenge and support.
Courage	Having honest conversations and encouraging practitioners to offer their own solutions to improving practice.
Communication	Building relationships with practitioners, peers and partner organisations.
Competence	Knowing the business, knowing what good practice looks like in others and having a relentless focus on delivering improved outcomes.
Commitment	Demonstrating a strong moral purpose, modelling the ethos and building the skills of others and retaining and maintaining and own practice skills through effective CPD.



Level 5 Diploma in Leadership and Management for Residential Childcare

Main Qualification Structure

The learner must achieve a total of 65 credits from the Diploma: 57 credits from the mandatory units, and a minimum of 8 credits (3 units) from the optional units.

Mandatory Units

Unit Ref	Unit No.	Unit Title	Unit Type	Level	Credit
M/506/7650	RCC 5.1	Understand children and young people's development in residential childcare	Knowledge	5	3
A/506/7652	RCC 5.2	Understand support for children and young people who are vulnerable and disadvantaged	Knowledge/Skills	4	2
L/506/7607	RCC 5.3	Lead and manage a team within a residential childcare setting	Knowledge/Skills	5	5
M/506/8362	RCC 5.4	Lead practice to support the safeguarding and protection of children and young people in	Knowledge/Skills	5	8
A/506/7585	RCC 5.5	Lead practice for communication and information management in	Knowledge/Skills	5	4
J/506/7590	RCC 5.6	Manage risk in residential childcare people	Knowledge/Skills	5	3

Mandatory Units (continued)

Unit Ref	Unit No.	Unit Title	Unit Type	Level	Credit
L/506/7591	RCC 5.7	Lead and manage group living in residential childcare	Knowledge/Skills	5	4
F/506/8365	RCC 5.8	Lead a service that can support children or young people who have experienced harm or abuse	Knowledge/Skills	5	3
F/506/7619	RCC 5.9	Lead practice to achieve positive outcomes for children and young people in residential childcare	Knowledge/Skills	5	5
R/506/8192	RCC 5.10	Implement a Positive Relationship Policy in residential childcare	Knowledge/Skills	5	6
T/506/7620	RCC 5.11	Lead practice to support the well-being and resilience of children and young people in residential childcare	Knowledge/Skills	5	3
L/506/8367	RCC 5.12	Lead practice in safe use of digital, internet and mobile technology with children and young people	Knowledge/Skills	4	2
H/506/7791	RCC 5.13	Undertake professional development in residential childcare settings	Knowledge/Skills	4	2
T/506/7584	RCC 5.14	Lead practice to promote the rights, diversity and equality of children and young people in residential childcare	Knowledge/Skills	5	3
R/506/7608	RCC 5.15	Lead networks and multi-agency work to benefit children and young people in residential childcare	Knowledge/Skills	5	4

Optional Units

Unit Ref	Unit No.	Unit Title	Unit Type	Level	Credit
H/506/7595	RCC 3.17	Understand the care system and its impact on children and young people	Knowledge	4	3
Y/506/7609	RCC 5.16*	Lead a residential childcare service that can engage with the youth justice system	Knowledge/Skills	5	5
J/506/7606	RCC 3.18*	Understand the youth justice system as it relates to residential childcare	Knowledge	4	3
Y/506/8114	RCC 5.17	Lead practice to support young people leaving care	Knowledge/Skills	5	4
J/506/8318	RCC 5.18	Understand the context of residential childcare for children and young people with complex disabilities or conditions	Knowledge	4	3
A/506/7568	RCC 5.19	Principles for leading the transition of young people with complex disabilities or conditions to adult services	Knowledge	4	3
R/506/8158	RCC 5.20	Support others to understand models of disability and their effects on working practice with children and young people	Knowledge/Skills	4	2
J/602/3499	CCLD OP5.25	Undertake a research project within services for health and social care or children and young people	Knowledge/Skills	5	10

* The rules of combination of the Level 5 Diploma in Leadership and Management for Residential Childcare (England) will not allow RCC 5.16 and RCC 3.18 to be taken together

Duration

Typically this apprenticeship will take 20 months.

Progression

Learners can progress to the following job roles though further professional development/qualification may be required once in post:

- Registered residential childcare managers, plus deputy and assistant managers
- Managers, deputy and assistant managers in other adult or children and young people's social care settings.

Qualification

The qualification will be assessed using a range of methods. This could include direct observation in the workplace, a portfolio of evidence, written assignments or a task.

Level

This is a Level 5 apprenticeship.

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