**SILVER LINE HOMES**

**REGISTERED MANAGER – INTERVIEW QUESTIONS**

**Candidate Name: Date:**

**Name of interviewer(s):**

*Panel members to:*

* ***Check their appearance and disposition***
* ***Check verbal skills***
* ***Check ability to present clear and informative material***

**Interview Preparation**

*(this can be information gather from initial telephone screening)*

Previous Home Inspection History?

Do they declare any concerns relating to DBS, LADO, working with children?

Any gaps in employment history?

Any concerns relating to applicant’s health?

Any concerns/things that require clarification?

Do preliminary checks indicate ability to meet Reg 28?

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|  | **Score out of 5** | **Comments** |
| 1. Tell me a little about yourself? What is most important to you? 2. Why do you have the passion working with children and young people? |  |  |
| 1. You are applying for the role of a Registered Manager. What experience and qualifications do you have for this role?   *(Testing Regulation 28: Integrity, worked in an EBD setting, (a)within the last 5 years, worked for at least 2 years in a*  *position relevant to the residential care of children;(b) worked for at least one year in a role requiring*  *the supervision and management of staff working in a care role; and level 5 Diploma – or currently*  *completing.* |  |  |
| 1. Based on the previous Inspection Report of your previous home, can you explain the shortfall identified on the inspection report. What improvements were made since your last full inspection? |  |  |
| 1. Do you have any current or past disciplinary, LADO or conduct matters?   ***(If yes, what have you learnt from those experiences)*** |  |  |
| 1. How will you ensure that staff understand the overall aims and use this knowledge to deliver care to meet those needs? Please provide an example from your own practice, where you have worked with staff to improve their professional performance?   *(Testing Regulation 6: The quality and purpose of care standard)* |  |  |
| 1. How would you best describe your management style? |  |  |
| 1. How do you balance a child’s views, wishes and feelings against what is in their best interest?   i.e. A 16-year-old young person discloses to you that they are engaging in a sexual relationship with an 18-year-old. What is the legal position of the situation? What would you do?  *(Testing Regulation 7: The children’s views, wishes and feelings standard)* |  |  |
| 1. How will you know that children are making progress with their education and how will you support them to do this? Please provide an example from your own practice where you have made a difference to a child’s educational progress.   *(Testing Regulation 8: The education standard)* |  |  |
| 1. As a Registered Manager, how will you ensure children are safe in the home?   *(Expectation to identify safer recruitment, staff having access to* ***UpToDate policies****, staff training, positive safeguarding culture)* |  |  |
| 1. How will you ensure that children take part in and benefit from a variety of experiences and activities that meet their needs and develop and reflect their creative, cultural, intellectual, physical and social interests and skills? Please provide an example from your own practice where you have encouraged a child to develop a specific interest or hobby.   *(Testing Regulation 9: The enjoyment and achievement standard)* |  |  |
| 1. How will you ensure that children’s health including mental health and well-being needs are met, they receive the advice, services and support they need and that they are helped to lead healthy lifestyles? Please provide an example from your own practice, where you have helped children to get the healthcare they need.   *(Testing Regulation 10: The health and well-being standard)* |  |  |
| 1. How will you ensure that staff meet each child’s behavioural and emotional needs, as set out in the child’s relevant plans, help each child to develop socially aware behaviour and encourage each child to take responsibility for their behaviour, in accordance with the child’s age and understanding? Please provide an example from your own practice, where you have improved staff knowledge and understanding of children’s emotional and behavioural needs.   *(Testing Regulation 11: The positive relationship standard)* |  |  |
| 1. How will you ensure that any risk of children going missing is recognised, and that there are robust measures in place to minimise this and respond effectively if children do go missing. Please provide an example from your own practice where you have reduced the risk of harm associated with missing behaviour.   *(Testing Regulation 12: The protection of children standard)* |  |  |
| 1. Please explain your responsibilities in respect of the differing legal status of each child? Describe under what other arrangements a child may be placed in a children’s home or with foster carers.   *(Testing Regulation 13: The leadership and management standard)* |  |  |
| 1. Please identify which professionals you need to work with in order to deliver good quality care and explain the extent to which you have already engaged or previously engaged to enhance the care provided.   *(Testing Regulation 5: Engaging with the wider system to ensure the child’s needs are met)* |  |  |
| 1. How will you monitor and evaluate the quality of the services that you will provide? Please provide an example from your own practice, of how you have worked with children to contribute to the evaluation of services provided to them, and used this information to change the way services were being provided.   *(Testing Regulation 13: The leadership and management standard)* |  |  |