

**Appendix to 04/01/24 Cabinet report:  
‘Provision for looked after children: a new approach’**

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**Appendix B - Children’s Home staffing**

Staffing levels for the proposed homes are based on the Council’s existing homes, which are in line with Ofsted expectations – see table below. Additional management capacity as well as support services (HR and business support) will also be needed to ensure the Homes can be run safely, in line with Ofsted regulations, and to a high level of performance. There is evidence that our existing high performing homes have significantly influenced interest in/ appointments to new roles in the County (which has underpinned successful recruitment to the new homes being launched this year, where other authorities are struggling).

The children’s homes staffing requirements are as follows:

Area	Role	FTE	Grade
Per two bed (total all homes)	Head of Home	1 (4)	9
	Assistant Team Manager	1 (4)	6
	Residential Workers	12 (48)	4
Per four bed (total all homes)	Head of Home	1 (6)	9
	Assistant Team Manager	3 (18)	6
	Residential Workers	16 (128)	4

Currently, our in-house homes are maintained through the use of contractors. The cost of maintenance via this route has been increasing, and with the addition of the new residential homes it would be more cost-effective to recruit a caretaker from April 2025.

Role	FTE	Grade	Cost
Caretaker	1	2	£32,726

Administration staff will be required to support the running of the residential homes starting with 1 full time role from April 2024 and adding a second from April 2025

Role	FTE	Grade	Cost
Admin	1	4	£42,627