Recruitment and Job Descriptions

Astha Life

We are hiring across residential care, clinical services, operations, governance, people services and education. This pack contains the full job descriptions for 22 role types and 36 posts, together with the benefits and recruitment standards that apply to every appointment.

We want children aged 9-17 to have a safe home, trusted relationships and opportunities to grow through education, cultural experiences and their own interests. Our service vision includes continued practical support from 18 to 25 as young adults move towards work and independence.

Applications and enquiries

Email HR at hr@astha.org, quoting the vacancy reference and title. Start with a brief expression of interest and relevant experience. HR will agree a secure route for application forms, identity evidence and other sensitive documents. Do not send child records or confidential employer information.

General contact: info@asthalife.com
Management: +44 7748 152628
Website: https://asthalife.com

England recruitment campaign | 3 November 2026 | Version 1

Exact work locations, weekly contracted hours, start dates and closing dates will be supplied by HR before an appointment is agreed. Vacancies are open for expressions of interest; no immediate start or active regulated service is implied by advertising a role.

Vacancy directory

Reference and role	Posts	Annual salary
AL01 Registered Manager	1	£65,000
AL02 Deputy Manager	1	£57,000
AL03 Child Support Specialist	6	£47,500
AL04 Night Staff	4	£48,950
AL05 Office Administrator	1	£45,000
AL06 Chef	1	£49,500
AL07 Sous Chef Assistant	1	£42,000
AL08 Maintenance Staff	1	£45,000
AL09 Cleaning Staff	2	£38,000
AL10 Clinical Psychologist Lead	1	£75,000
AL11 Psychotherapist	1	£70,000
AL12 Child Social Worker	1	£68,000
AL13 Child Clinical Nurse	1	£60,000
AL14 Director	2	£90,000
AL15 Head of HR	1	£68,000
AL16 HR Assistant	2	£48,000
AL17 Employment Lawyer	2	£75,000
AL18 Corporate Lawyer	1	£75,000
AL19 Head Teacher	1	£65,000
AL20 Deputy Head Teacher	1	£56,500
AL21 Teacher	2	£50,000
AL22 Teaching Assistant	2	£45,000

All amounts are gross annual full-time base salaries. The shared benefits apply to every listed role. Individual appointments remain subject to safer recruitment and the final written terms.

Benefits for every employee

The following package applies across all advertised roles. Contractual details must be supplied in the written offer. Insurance benefits depend on the issued policy and eligibility; this pack does not substitute for an insurer benefit schedule.

Pension

Employer contribution of 8%. The pensionable-pay basis, scheme rules and any employee contributions will be stated in the contract and scheme documents.

Annual leave

32 paid days plus applicable bank holidays for full-time staff. Part-time and other patterns receive fair pro-rata entitlement; rota staff receive equivalent bank-holiday arrangements.

Family healthcare

Private medical and dental cover for a family group of up to seven people, potentially including parents, children and siblings. Insurer eligibility, underwriting, age limits, exclusions and the confirmed benefit schedule apply.

Sickness and protection

Sick leave includes mental health needs. The package includes critical illness cover, life insurance and up to 12 months of job-loss cover under the selected insurance policy. Sick-pay rates, insured amounts, qualifying events and exclusions are specified in the offer and policy documents.

Annual bonus

5% of annual base salary on achieving agreed targets. Objectives must prioritise safe care, quality and staff wellbeing; reporting concerns or necessary care expenditure must never reduce a reward.

Working life and development

Cycle support

A £1,000 credit towards an approved cycle purchase, under the employer benefit rules. This is not a claim of tax-free treatment.

Travel benefit

Choose the annual fuel-cost benefit of 3% or company-vehicle provision valued at 10% of annual base salary. The vehicle option is non-cash and cannot be exchanged for pay. The written offer specifies the fuel calculation basis, approved costs, eligibility and tax treatment.

Learning allowance

An education and training allowance for approved development, with the amount, study time and any repayment terms agreed in writing.

Working day

Each shift is limited to eight hours, including a one-hour paid, uninterrupted break with competent cover. Staff can switch off, eat, rest or sleep during that protected break. Safe staffing and statutory rest must be maintained; break time is not on-call time.

Wellbeing and progression

Reflective supervision, induction, mandatory training, fair reviews, internal opportunities and support following difficult incidents. All roles share responsibility for child and colleague wellbeing within their competence.

Weekend management cover

The registered manager and deputy each work one weekend in three. Their weekends are staggered. Approved, suitably qualified relief covers the third weekend and any absence. A complete safe rota must be approved before deployment; these two appointments alone cannot cover every weekend under the requested pattern.

Safer recruitment and responsibilities

Safeguarding and suitability

Children's welfare comes first. All employees must act on concerns promptly, follow the home safeguarding and allegation procedures, cooperate with the designated lead and relevant authorities, and use whistleblowing routes if concerns are not addressed. Staff must never promise secrecy or investigate a disclosure themselves.

Vetting before a final contract

Astha requires completed, satisfactory safer-recruitment checks before a final employment contract is issued. These include identity and right to work; full employment history and written gap explanations; two written references including the most recent employer where applicable; relevant reasons for leaving; qualifications and professional registration. Overseas checks are pursued where relevant. Recruitment staff verify evidence and record the suitability decision.

Criminal record checks

The legally appropriate DBS check is required for each role, with enhanced checks and a children barred-list check only where eligible. Criminal information is assessed lawfully, including filtering rules and the Rehabilitation of Offenders framework. A criminal record is not treated as an automatic rejection in every case; a person barred from regulated activity cannot be appointed to that activity. No employee starts unsupervised duties before the required clearance and approval.

Driving and adjustments

The employer requests a full clean driving licence with zero penalty points for every role. This is an Astha criterion, not a universal Ofsted rule. HR must assess its relevance and proportionality for the actual duties and consider reasonable adjustments or equivalent practical arrangements where required by law. Applicants can discuss adjustments confidentially.

Professional practice and selection

Experience and fair selection

The advertised years of experience are employer criteria rather than statutory minimums. Selection must assess relevant competence and evidence fairly, including career breaks and part-time experience. HR must review any rigid criterion that cannot be objectively justified; no age, health or protected-characteristic assumptions may be used.

Professional boundaries

Care staff use agreed CBT-informed strategies under qualified clinical guidance. Diagnosis, psychotherapy, nursing, prescribing, legal advice and teaching are undertaken only within the relevant professional scope. Professional registration must remain current. No staff member may provide a service beyond their authority or competence.

Records and confidentiality

Keep contemporaneous, factual records and distinguish observations from opinion. Use only authorised systems, access only necessary information and report information incidents promptly. Children personal information, clinical notes and HR files must not be placed on public websites or social media. AI tools must not receive confidential records without an approved lawful and secure process.

Learning and accountability

Complete induction before independent work, including safeguarding, missing children, exploitation, emergency response, fire safety, health and safety, equality, confidentiality and role competence. Care roles also require relevant medicines, first-aid and de-escalation assessments. Attend supervision, annual review and continuing learning; report fatigue, errors and unmet needs promptly.

How selection works

HR reviews applications against the published role criteria. Shortlisted applicants complete a structured interview and role-appropriate practical or scenario assessment. Required checks, references and qualifications are verified before final contract approval. Probation, notice, salary payment dates, benefit eligibility and supervision arrangements are confirmed in writing. Reasonable adjustments are available throughout recruitment.

Registered Manager

AL01 | Residential care | 1 post | £65,000 gross per year

Reports to Directors and the designated Responsible Individual.

Purpose

Lead a safe, warm therapeutic home for children aged 9-17 and coordinate continuity towards adulthood. Own day-to-day care quality, staffing and safeguarding within the home's statement of purpose.

Working arrangements

One weekend on and two weekends off, coordinated with the deputy. An approved qualified relief manager covers the third weekend; neither post provides continuous or unpaid on-call cover.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Translate each child's care plan into daily practice, agreed goals and regularly reviewed risk assessments.
- Make safe admission and matching recommendations based on needs, compatibility and available competence; escalate unsafe capacity pressures.
- Lead safeguarding referrals, missing-child responses, complaints and notifiable-event decisions with the appropriate authorities.
- Recruit, supervise and appraise staff; maintain skill coverage, safe handovers and protected paid breaks.
- Work with qualified clinicians on CBT-informed practice; ensure staff deliver only interventions within their competence.
- Oversee medication systems, education attendance, family contact, health access and independent advocacy.
- Maintain accurate care records, financial controls and quality reviews, including regulation 44 and 45 arrangements.
- Manage budgets without compromising children's welfare; present quality, incident and workforce reports to directors.
- Build constructive relationships with placing councils, social workers, families, Ofsted and emergency services.

Registered Manager person specification

AL01 | Selection and accountability

Experience

15-20 years of relevant experience, including at least 15 years of management experience. Evidence must also demonstrate the recent residential childcare and staff-supervision experience required by regulation 28.

Qualifications and registration

Relevant bachelor's degree, master's degree or PhD in health and social care or a related discipline. Level 5 Diploma in Leadership and Management for Residential Childcare or a demonstrably equivalent qualification, meeting the statutory timescale. Existing Ofsted registered-manager experience is essential; registration for the specific Astha home is required before undertaking its registered-manager responsibilities.

Essential capabilities

- Proven leadership of therapeutic children's homes and specialist CBT-informed services with evidenced outcomes.
- Detailed knowledge of children's homes regulations, safeguarding partnerships and inspection expectations.
- Warm, approachable and positive leadership with calm judgement under pressure.
- Ability to challenge poor practice, support whistleblowing and learn transparently from incidents.

Desirable experience

Experience improving a service after inspection, developing senior staff and supporting transitions to adulthood.

What good performance looks like

Children report feeling safe and heard; care plans guide daily practice; incidents receive timely review and staffing remains safe.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL01 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Deputy Manager

AL02 | Residential care | 1 post | £57,000 gross per year

Reports to Registered Manager.

Purpose

Support the registered manager and lead consistent practice on allocated shifts, keeping children's relationships and staff competence central to decisions.

Working arrangements

One weekend on and two weekends off, alternated with the registered manager. Qualified relief covers the remaining weekend. Formal manager absence arrangements require provider and regulatory approval where applicable.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Coordinate daily staffing, handovers and delegated care-plan reviews.
- Coach staff in therapeutic communication, de-escalation and child participation.
- Check daily logs, incident records and safeguarding actions for accuracy and follow-through.
- Lead delegated medication, environmental and activity checks within assessed competence.
- Arrange supervision, induction observations and reflective practice with the manager.
- Maintain education, health and family-contact arrangements during manager absence.
- Escalate missing episodes, allegations and serious concerns immediately through agreed procedures.
- Support recruitment, quality audits and contingency planning; record decisions and outstanding actions.

Deputy Manager person specification

AL02 | Selection and accountability

Experience

10-12 years of relevant experience with substantial evidenced management and supervision experience in children's residential care.

Qualifications and registration

Level 3 Diploma for Residential Childcare or equivalent; Level 5 leadership qualification held or actively pursued. Demonstrable preparation for future Ofsted registered-manager suitability and home-specific registration. A deputy role does not itself carry a separate generic Ofsted licence.

Essential capabilities

- Experience managing staff in therapeutic children's care, including CBT-informed practice.
- Sound safeguarding judgement and ability to recognise limits of delegated authority.
- Clear written records and confident communication with families and professionals.
- Reliable, supportive leadership and a positive response to feedback.

Desirable experience

Experience leading improvement projects, mentoring future senior carers and managing rotas.

What good performance looks like

Shift actions are completed, staff receive coaching and children experience consistent routines and prompt support.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL02 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Child Support Specialist

AL03 | Residential care | 6 posts | £47,500 gross per year

Reports to Deputy Manager and Registered Manager.

Purpose

Build dependable daily relationships and help children develop emotional regulation, confidence, education engagement and practical independence.

Working arrangements

Rota including agreed weekends and public holidays; maximum eight-hour shifts with covered paid breaks.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Act as a key worker where allocated; listen to children and record their wishes in care planning.
- Support school routines, appointments, hobbies, music, exercise and community participation.
- Use agreed CBT-informed coping approaches under clinical guidance; do not diagnose or deliver unsupervised psychotherapy.
- Follow personalised risk plans for exploitation, missing episodes, self-harm and online safety.
- Support family contact and cultural or faith preferences within agreed contact arrangements.
- Manage medication only after training, authorisation and assessed competence.
- Record daily welfare, progress, spending and significant events factually and promptly.
- Prepare safe travel and activity plans and support household routines, cooking and life skills.

Child Support Specialist person specification

AL03 | Selection and accountability

Experience

7-9 years of relevant experience supporting children, including substantial residential or therapeutic care experience.

Qualifications and registration

Level 3 Diploma for Residential Childcare or an accepted equivalent; any remaining statutory qualification requirement must be completed within the applicable period. Current role-relevant safeguarding and first-aid competence.

Essential capabilities

- Sustained child-centred practice with clear professional boundaries.
- Ability to remain calm, use de-escalation and seek support early.
- Good safeguarding knowledge, practical judgement and accurate record keeping.
- Ability to work with neurodiversity, disability and different cultural backgrounds.

Desirable experience

Experience in key working, trauma-informed care, music or activity programmes and leaving-care preparation.

What good performance looks like

Children have trusted adults, take part in chosen activities and progress towards individually agreed goals.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL03 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Night Staff

AL04 | Residential care | 4 posts | £48,950 gross per year

Reports to Deputy Manager and Registered Manager.

Purpose

Provide awake overnight care that protects rest, privacy and safety, and gives children a calm, responsive adult when they need help.

Working arrangements

Waking nights; no sleep-in arrangement is implied. Shift blocks must remain within eight hours, with a covered one-hour paid break and safe handovers.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Receive a structured handover covering health, missing risks and each child's agreed night plan.
- Remain awake and carry out proportionate checks that respect privacy and assessed need.
- Respond to distress, illness or safeguarding disclosures and obtain urgent assistance promptly.
- Follow missing-child and fire procedures; maintain safe staffing throughout incidents.
- Administer or support medication only within assessed competence and authorisation.
- Record observations, interventions and sleep-related concerns without speculative labels.
- Complete agreed quiet household tasks without reducing supervision or emergency readiness.
- Give a clear morning handover and contribute to review of recurring overnight concerns.

Night Staff person specification

AL04 | Selection and accountability

Experience

Relevant experience supporting children overnight or in residential care, with evidence of safe emergency responses. No additional fixed number of years is specified.

Qualifications and registration

Level 3 Diploma for Residential Childcare or equivalent held or completed within the statutory period for care staff. Required safeguarding, first aid and emergency training before independent duties.

Essential capabilities

- Ability to stay alert and make calm decisions at night.
- Understanding of trauma, sleep difficulties, confidentiality and professional boundaries.
- Accurate records and timely escalation to senior cover and emergency services.
- Ability to work a safe waking-night rota and report fatigue.

Desirable experience

Experience of therapeutic residential night care and supporting children with complex health needs.

What good performance looks like

Children receive prompt support, avoidable sleep disruption is minimised and overnight concerns reach the daytime team.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL04 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Office Administrator

AL05 | Operations | 1 post | £45,000 gross per year

Reports to Directors with day-to-day coordination by the Registered Manager.

Purpose

Keep administrative work organised so care staff and managers can focus on children, while protecting confidential information.

Working arrangements

Monday-Friday; contracted weekly hours supplied before appointment, within the eight-hour shift standard.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Coordinate appointments, meetings and approved correspondence.
- Maintain secure document registers, version control and authorised access lists.
- Support recruitment scheduling without making suitability decisions.
- Process approved purchase orders, invoices and expense records with clear audit trails.
- Maintain training reminders, equipment records and visitor arrangements.
- Prepare meeting packs and factual minutes with controlled distribution.
- Direct safeguarding concerns immediately to the designated lead.
- Check public contact information and route enquiries to the appropriate team.

Office Administrator person specification

AL05 | Selection and accountability

Experience

Relevant administration experience handling sensitive records, appointments and competing priorities.

Qualifications and registration

Relevant administration qualification or equivalent practical competence; secure digital working and accurate written English.

Essential capabilities

- Strong organisation, discretion and attention to detail.
- Competence in office software, secure filing and accessible communication.
- Ability to distinguish routine enquiries from urgent safeguarding concerns.
- Respect for approval limits and separation of finance duties.

Desirable experience

Experience in social care, education or healthcare administration.

What good performance looks like

Records can be retrieved by authorised staff, appointments are coordinated and administrative deadlines are met.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL05 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Chef

AL06 | Operations | 1 post | £49,500 gross per year

Reports to Registered Manager.

Purpose

Provide nutritious, enjoyable meals that reflect children's preferences, cultural identities and health needs.

Working arrangements

Rota aligned to meal provision, including agreed weekends; safe kitchen relief arranged for days off.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Plan balanced menus with children and the nurse, accommodating prescribed diets.
- Control allergens, cross-contamination, storage temperatures and food traceability.
- Maintain kitchen hygiene, cleaning schedules and food-safety records.
- Order within budget, reduce waste and record stock and approved expenditure.
- Supervise the sous chef assistant and coordinate safe kitchen cover.
- Support age-appropriate cooking activities following individual risk assessment.
- Respect religious and cultural food preferences and avoid using food as punishment.
- Report equipment defects, illness and food-safety incidents promptly.

Chef person specification

AL06 | Selection and accountability

Experience

Relevant professional catering experience, including meals for children or people with individual dietary needs.

Qualifications and registration

Food hygiene and allergen-management training appropriate to leading a kitchen; relevant culinary qualification or equivalent competence.

Essential capabilities

- Safe catering and allergen practice supported by practical evidence.
- Ability to listen to children and adapt meals sensitively.
- Reliable stock management, hygiene routines and teamwork.
- Understanding of safeguarding boundaries in shared kitchen activities.

Desirable experience

Experience with paediatric dietary needs and food safety management systems.

What good performance looks like

Children have safe, varied meals and meaningful menu choices; food-safety records remain complete.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL06 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Sous Chef Assistant

AL07 | Operations | 1 post | £42,000 gross per year

Reports to Chef.

Purpose

Support reliable meal preparation and a clean, safe kitchen while learning from the chef.

Working arrangements

Rota coordinated with the chef; weekend and holiday work agreed in the contract.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Prepare ingredients and meals to approved recipes and dietary instructions.
- Check ingredient labels and escalate any uncertainty about allergens.
- Maintain cleaning, temperature and stock-rotation records.
- Store food safely and separate raw and ready-to-eat products.
- Assist with ordering, portion planning and waste monitoring.
- Support supervised cooking activities for children when authorised.
- Report equipment faults and hazards immediately.
- Provide competent delegated kitchen cover without exceeding training.

Sous Chef Assistant person specification

AL07 | Selection and accountability

Experience

Relevant food preparation or catering experience in a supervised kitchen.

Qualifications and registration

Food hygiene and allergen-awareness training appropriate to duties, with practical competence verified before unsupervised tasks.

Essential capabilities

- Careful attention to food safety and instructions.
- Good practical organisation and willingness to learn.
- Respectful communication with children and colleagues.
- Ability to recognise when to stop and ask the chef for advice.

Desirable experience

Relevant catering qualification and experience in a care or school kitchen.

What good performance looks like

Meals are prepared safely and on time, with clear records and effective kitchen teamwork.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL07 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Maintenance Staff

AL08 | Operations | 1 post | £45,000 gross per year

Reports to Registered Manager with director oversight for major works.

Purpose

Keep the home safe, comfortable and in good repair without exposing children to tools, contractors or avoidable disruption.

Working arrangements

Agreed rota and maintenance windows; emergency cover separately arranged within safe working limits.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Complete planned maintenance checks and record defects, repairs and escalation.
- Respond to urgent hazards and isolate unsafe areas or equipment.
- Coordinate authorised specialist contractors and verify completion records.
- Control tools, chemicals and access to work areas using risk assessments.
- Support fire-door, alarm and emergency-lighting checks within competence.
- Monitor water safety, ventilation and accessible facilities under approved plans.
- Maintain equipment inventory and approved purchasing records.
- Respect privacy and obtain permission before entering personal spaces under home procedures.

Maintenance Staff person specification

AL08 | Selection and accountability

Experience

Relevant building maintenance experience and evidence of safe working in occupied premises.

Qualifications and registration

Relevant trade qualification or demonstrable competence; specialist gas, electrical, asbestos or other controlled work only by appropriately qualified and authorised contractors.

Essential capabilities

- Practical fault finding and accurate maintenance records.
- Knowledge of safe systems of work and contractor control.
- Ability to prioritise safety-critical defects and escalate immediately.
- Respectful behaviour around children and confidential premises information.

Desirable experience

Experience in residential care premises and planned preventive maintenance.

What good performance looks like

Safety defects are controlled promptly, statutory servicing is tracked and repairs minimise disruption.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL08 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Cleaning Staff

AL09 | Operations | 2 posts | £38,000 gross per year

Reports to Registered Manager through the designated operational supervisor.

Purpose

Maintain a clean, welcoming home while respecting children's belongings, privacy and routines.

Working arrangements

Rota arranged around children's routines and safe staffing; agreed weekends where required.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Follow room-specific cleaning plans and infection-control instructions.
- Store chemicals and equipment securely and use approved products correctly.
- Manage laundry and waste safely, including reporting sharps or contamination.
- Report maintenance defects, pests and slip hazards promptly.
- Respect private spaces and agreed arrangements for bedroom cleaning.
- Record completed tasks and hand over unfinished safety-critical work.
- Use protective equipment and avoid unsafe mixing of cleaning chemicals.
- Report any welfare concern through safeguarding procedures without investigating it personally.

Cleaning Staff person specification

AL09 | Selection and accountability

Experience

Relevant cleaning experience or evidence of safe cleaning competence and willingness to complete induction.

Qualifications and registration

Training in safe cleaning, infection prevention, chemical handling and safeguarding appropriate to the role.

Essential capabilities

- Reliable hygiene practice and attention to detail.
- Respect for privacy and professional boundaries.
- Ability to follow instructions and report hazards clearly.
- Safe manual handling and willingness to ask for help.

Desirable experience

Experience cleaning care, healthcare or education settings.

What good performance looks like

Shared and private areas meet agreed hygiene standards and hazards are escalated quickly.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL09 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Clinical Psychologist Lead

AL10 | Clinical and professional | 1 post | £75,000 gross per year

Reports to Directors for employment matters with professional clinical accountability.

Purpose

Lead clinically sound assessment, formulation and psychological support, helping the care team understand each child's needs without reducing their identity to a diagnosis.

Working arrangements

Agreed clinical schedule with protected supervision and administration time; urgent cover pathways arranged separately.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Complete consent-based psychological assessments and formulations within competence.
- Deliver or supervise appropriate evidence-based interventions, including CBT where indicated.
- Agree treatment goals with children and review meaningful outcomes and adverse effects.
- Provide reflective consultation and clinical supervision to eligible practitioners.
- Lead clinical risk discussions and coordinate urgent specialist referrals with NHS partners.
- Maintain confidential clinical records and clear boundaries for information sharing.
- Advise on trauma-informed care, neurodiversity and culturally responsive practice.
- Audit clinical quality, consent, safeguarding and professional development.

Clinical Psychologist Lead person specification

AL10 | Selection and accountability

Experience

15-20 years of relevant experience, with substantial child and adolescent clinical leadership and therapeutic care experience.

Qualifications and registration

Current HCPC registration as a Clinical Psychologist and an approved qualifying professional doctorate or recognised equivalent registration route. A master's degree or academic PhD alone does not authorise this protected title. Relevant postgraduate study and advanced CBT competence are required.

Essential capabilities

- Advanced child and adolescent assessment, formulation and CBT practice.
- Clinical leadership, supervision competence and sound safeguarding judgement.
- Ability to explain uncertainty and avoid unsupported diagnostic or treatment claims.
- Knowledge of consent, capacity, confidentiality and referral thresholds.

Desirable experience

Accredited CBT training, service development and experience bridging residential care and NHS pathways.

What good performance looks like

Children receive clinically appropriate support with consent, measurable review and timely escalation where care exceeds local capability.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL10 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Psychotherapist

AL11 | Clinical and professional | 1 post | £70,000 gross per year

Reports to Clinical Psychologist Lead.

Purpose

Offer a consistent therapeutic relationship and individually appropriate psychological interventions within an agreed clinical plan.

Working arrangements

Agreed session timetable with protected clinical records and supervision time.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Assess suitability for psychotherapy and agree informed consent and goals.
- Deliver evidence-informed sessions within qualification and supervised competence.
- Adapt communication to developmental stage, neurodiversity and culture.
- Maintain professional boundaries and explain confidentiality and its safeguarding limits.
- Record sessions securely and share proportionate information with the care team.
- Review progress with the child and clinical lead and change approach when needed.
- Refer for specialist assessment or urgent support when risk exceeds scope.
- Attend supervision, continuing development and multidisciplinary reviews.

Psychotherapist person specification

AL11 | Selection and accountability

Experience

15-20 years of relevant psychotherapy experience, including work with children, trauma and complex family circumstances.

Qualifications and registration

Recognised psychotherapy qualification and current appropriate professional registration or accreditation, such as UKCP or BACP, with verified child and adolescent competence. Specialist CBT training and supervised practice appropriate to the interventions delivered.

Essential capabilities

- Extensive child and adolescent therapeutic practice and CBT competence.
- Ability to build trust without coercion or promises of secrecy.
- Clear clinical records and thoughtful risk assessment.
- Respect for different identities and evidence-based, non-discriminatory care.

Desirable experience

Experience in therapeutic residential care and recognised CBT accreditation.

What good performance looks like

Therapy goals are agreed with the child, reviewed regularly and supported by appropriate supervision.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL11 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Child Social Worker

AL12 | Clinical and professional | 1 post | £68,000 gross per year

Reports to Directors with professional supervision arrangements.

Purpose

Coordinate rights-based social work input, strengthen family and professional relationships and support coherent care and transition planning.

Working arrangements

Agreed professional schedule with planned review meetings and travel.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Contribute assessments and clear recommendations to care and placement reviews.
- Work with the allocated local-authority social worker without assuming their statutory authority.
- Support family contact, advocacy and children's participation in decisions.
- Identify exploitation, missing risks and barriers to education or health access.
- Coordinate transition planning and practical links to housing, training and employment.
- Maintain factual records and lawful, proportionate information sharing.
- Prepare professional reports within competence and distinguish fact from opinion.
- Escalate safeguarding concerns and challenge plans that do not meet children's needs.

Child Social Worker person specification

AL12 | Selection and accountability

Experience

15-20 years of relevant social work experience involving children, families and looked-after children.

Qualifications and registration

Qualifying master's degree in social work and current Social Work England registration for practice in England.

Essential capabilities

- Deep knowledge of children's social care law and multi-agency practice.
- Strong assessment, analytical writing and professional curiosity.
- Ability to support families while maintaining safeguarding boundaries.
- Commitment to anti-discriminatory and culturally responsive practice.

Desirable experience

Experience supporting care leavers and working with therapeutic residential services.

What good performance looks like

Care planning is coordinated, children's rights are visible and transition actions have named owners.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL12 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Child Clinical Nurse

AL13 | Clinical and professional | 1 post | £60,000 gross per year

Reports to Clinical Psychologist Lead for service coordination with nursing professional supervision.

Purpose

Coordinate physical health and nursing care, helping children access timely healthcare and develop confidence in managing their health.

Working arrangements

Agreed clinical rota; emergency healthcare remains available through appropriate NHS and emergency pathways.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Complete nursing assessments and individual health plans within scope.
- Coordinate GP, dental, immunisation and specialist appointments.
- Support safe medicines management and staff competency assessments.
- Recognise deterioration and obtain urgent clinical support promptly.
- Promote sleep, nutrition, exercise, sexual health and age-appropriate health education.
- Maintain accurate clinical records, consent and confidentiality arrangements.
- Support staff to implement agreed healthcare plans without delegating beyond competence.
- Contribute to safeguarding reviews and infection-prevention practice.

Child Clinical Nurse person specification

AL13 | Selection and accountability

Experience

15-20 years of relevant nursing experience, including substantial child or adolescent healthcare practice.

Qualifications and registration

Current NMC registration in the appropriate field, with verified children's nursing competence and relevant qualifications. Additional prescribing qualification is required for any prescribing duty; prescribing is not assumed in this post.

Essential capabilities

- Current nursing competence with children and complex needs.
- Safe medicines practice and clear escalation judgement.
- Ability to communicate sensitively with children and families.
- Commitment to NMC standards, revalidation and professional supervision.

Desirable experience

Community children's nursing, mental health liaison or looked-after children healthcare experience.

What good performance looks like

Health needs are identified, appointments followed through and clinical deterioration receives a timely response.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL13 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Director

AL14 | Leadership and governance | 2 posts | £90,000 gross per year

Reports to Board with defined delegated responsibilities.

Purpose

Provide accountable governance and sufficient resources so children's welfare, staff wellbeing and lawful operation guide organisational decisions.

Working arrangements

Agreed executive working arrangements within Astha shift and rest standards; directorship duties and conflicts documented separately.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Set clear strategy, delegated authorities and a sustainable service budget.
- Scrutinise safeguarding, quality, workforce and finance reports and track actions.
- Ensure home-specific registration and suitable leadership before regulated activity.
- Maintain independent challenge, complaints routes and whistleblowing protection.
- Approve safe staffing resources and contingency arrangements.
- Oversee contracts, insurance, data governance and business continuity.
- Engage with councils, health partners and regulators honestly and transparently.
- Manage conflicts of interest and ensure board decisions are recorded.

Director person specification

AL14 | Selection and accountability

Experience

Substantial senior leadership experience appropriate to the assigned portfolio; no additional numerical minimum is specified.

Qualifications and registration

Relevant professional or leadership qualification or equivalent senior experience. Provider, director and Responsible Individual suitability checks apply where the actual appointment requires them.

Essential capabilities

- Evidence of sound governance and ethical financial judgement.
- Ability to challenge unsafe assumptions and understand regulatory accountability.
- Clear communication and willingness to hear children and staff concerns.
- Understanding of safeguarding and organisational risk.

Desirable experience

Experience governing children's residential services and commissioning partnerships.

What good performance looks like

The board can evidence decisions, safe resources and timely action on identified risks.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL14 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Head of HR

AL15 | People and legal | 1 post | £68,000 gross per year

Reports to Directors.

Purpose

Lead fair employment practice and safer recruitment, ensuring workforce records, training and wellbeing support effective care.

Working arrangements

Agreed weekday schedule with planned management meetings and exceptional case cover within safe hours.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Own recruitment controls, pre-employment checks and approval records.
- Maintain clear contracts, benefits schedules and working-time arrangements.
- Lead fair employee relations, performance reviews and investigations with legal advice.
- Monitor training, professional registration and induction completion.
- Coordinate occupational health, reasonable adjustments and confidential wellbeing support.
- Audit rotas, paid breaks, leave and safe workforce capacity.
- Protect HR information through role-based access and retention controls.
- Report workforce risks and trends to management without unnecessary personal disclosure.

Head of HR person specification

AL15 | Selection and accountability

Experience

At least 15 years of relevant HR experience, including senior management and complex employee relations.

Qualifications and registration

Relevant HR qualification or equivalent senior competence; CIPD membership or equivalent professional development evidence preferred.

Essential capabilities

- Senior HR leadership and practical knowledge of UK employment requirements.
- Experience managing sensitive investigations and safeguarding interfaces.
- Ability to balance employee fairness with children's protection.
- Strong records, reporting and data protection practice.

Desirable experience

Experience in regulated social care, education and clinical workforce management.

What good performance looks like

Recruitment files are complete, concerns receive fair handling and staff have clear employment terms.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL15 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

HR Assistant

AL16 | People and legal | 2 posts | £48,000 gross per year

Reports to Head of HR.

Purpose

Support timely, accurate HR administration and give staff a clear route for routine employment enquiries.

Working arrangements

Agreed weekday schedule; specific weekly hours confirmed before appointment.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Coordinate interviews, references and approved vetting steps.
- Maintain training, benefits, leave and registration records.
- Prepare approved contract documents and route them for authorisation.
- Track induction and mandatory-reading completion.
- Arrange review meetings and keep factual confidential notes.
- Support payroll inputs with independent approval and correction controls.
- Escalate safeguarding or employee-relations concerns to the Head of HR.
- Maintain secure records and respond to authorised information requests.

HR Assistant person specification

AL16 | Selection and accountability

Experience

Relevant HR administration or people-operations experience with confidential records.

Qualifications and registration

Relevant HR qualification, active study or equivalent practical competence.

Essential capabilities

- Accuracy, confidentiality and clear written communication.
- Ability to follow safer recruitment procedures without bypassing checks.
- Good organisation and secure office-system skills.
- Respectful support for staff with different needs.

Desirable experience

CIPD study and experience in regulated care recruitment.

What good performance looks like

Staff records remain current and HR requests are tracked to a clear response.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL16 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Employment Lawyer

AL17 | People and legal | 2 posts | £75,000 gross per year

Reports to Directors with professional independence.

Purpose

Give independent in-house employment advice, supporting fair decisions and lawful workforce arrangements.

Working arrangements

Agreed professional schedule and case deadlines within safe working arrangements; no unrestricted on-call commitment.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Advise on contracts, benefits, working time and recruitment criteria.
- Review employee relations, whistleblowing and safeguarding-related employment issues.
- Support fair disciplinary, grievance and capability processes.
- Manage litigation and external counsel within authority and professional permissions.
- Advise on equality, adjustments, protected disclosures and confidentiality.
- Train managers on evidence, fair process and appropriate records.
- Identify conflicts between organisational interests and individual representation.
- Maintain privileged material separately and advise on lawful disclosure.

Employment Lawyer person specification

AL17 | Selection and accountability

Experience

At least 15 years of relevant employment-law experience.

Qualifications and registration

Qualified solicitor of England and Wales with current SRA practising certificate for this solicitor post; verified professional standing and competence in employment law. Any alternative regulated legal route requires a separately defined scope.

Essential capabilities

- Deep employment-law expertise and clear practical advice.
- Ability to preserve professional independence and escalate unlawful proposals.
- Strong drafting, negotiation and case management.
- Understanding of safeguarding interfaces and sensitive HR data.

Desirable experience

In-house experience in regulated care, healthcare or education.

What good performance looks like

Managers receive timely advice and decisions are supported by fair process and reliable records.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL17 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Corporate Lawyer

AL18 | People and legal | 1 post | £75,000 gross per year

Reports to Directors with professional independence.

Purpose

Support sound governance and commercial arrangements that protect service continuity and children's welfare.

Working arrangements

Agreed professional schedule with planned board and contract work.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Advise on corporate structure, board duties and delegated authority.
- Review commissioning, supplier, property and partnership contracts.
- Coordinate regulatory and contractual due diligence with specialist advisers.
- Advise on data-sharing agreements and information governance.
- Maintain contract registers, renewal dates and material risk reporting.
- Manage conflicts, privilege and external legal instructions.
- Support insurance and business-continuity arrangements without promising cover.
- Escalate legal risks and document the board response.

Corporate Lawyer person specification

AL18 | Selection and accountability

Experience

At least 15 years of relevant corporate and commercial legal experience.

Qualifications and registration

Qualified solicitor of England and Wales with current SRA practising certificate for this solicitor post; verified standing and appropriate corporate-law competence.

Essential capabilities

- Strong corporate drafting and commercial judgement.
- Ability to explain legal exposure in clear operational terms.
- Professional independence and sound confidentiality practice.
- Experience managing external advisers and competing deadlines.

Desirable experience

Knowledge of care commissioning, regulated services and data protection.

What good performance looks like

Material contracts and governance decisions have clear ownership, approvals and recorded risks.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL18 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Head Teacher

AL19 | Education | 1 post | £65,000 gross per year

Reports to Directors with education governance arrangements.

Purpose

Lead education support and any appropriately authorised education provision, helping children access suitable learning and recognised progression.

Working arrangements

Education timetable and school terms or year-round support arrangements confirmed in the offer. No registered Astha school is asserted by this vacancy.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Agree each child's learning priorities with their school, social worker and care team.
- Lead curriculum planning, assessment and staff development within the authorised education model.
- Track attendance, engagement, attainment and barriers to learning.
- Coordinate SEND support, education health and care plan actions and specialist referrals.
- Maintain safeguarding and behaviour systems consistent with children's rights.
- Supervise teachers and assistants and oversee safe learning environments.
- Support re-engagement after disrupted education and transition to further learning.
- Report education outcomes and ensure regulatory requirements are met before school provision operates.

Head Teacher person specification

AL19 | Selection and accountability

Experience

Substantial successful teaching and education leadership experience with vulnerable children; no numerical minimum is specified.

Qualifications and registration

Relevant degree, recognised teacher training and QTS required by Astha as an employer standard. Safeguarding leadership training and checks appropriate to the actual setting.

Essential capabilities

- Strong leadership of inclusive teaching and education improvement.
- Understanding of looked-after children, SEND and trauma-informed practice.
- Ability to work with local authorities, virtual schools and families.
- Clear assessment, safeguarding and staff supervision practice.

Desirable experience

Experience leading alternative or specialist education and working with therapeutic care teams.

What good performance looks like

Children have suitable education plans, improved engagement and evidence of individual learning progress.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL19 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Deputy Head Teacher

AL20 | Education | 1 post | £56,500 gross per year

Reports to Head Teacher.

Purpose

Support education leadership and ensure daily learning arrangements meet individual needs and safeguarding expectations.

Working arrangements

Education schedule confirmed in the offer; appointment supports the applicable authorised education arrangements.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Lead delegated curriculum, assessment or inclusion responsibilities.
- Coach teachers and assistants and monitor lesson quality.
- Review attendance, engagement and behaviour-support plans.
- Coordinate education handovers with residential and clinical colleagues.
- Support SEND adaptations and education health and care plan reviews.
- Maintain accurate education records and safeguarding escalation.
- Cover delegated leadership duties within agreed authority.
- Support transitions, examination arrangements and further-learning pathways.

Deputy Head Teacher person specification

AL20 | Selection and accountability

Experience

Successful teaching experience with evidenced curriculum or staff leadership; no numerical minimum is specified.

Qualifications and registration

Relevant degree, recognised teacher training and QTS required by Astha as an employer standard.

Essential capabilities

- Strong inclusive teaching and staff coaching.
- Ability to use assessment evidence without reducing progress to grades alone.
- Sound safeguarding practice and professional boundaries.
- Clear communication with schools, families and councils.

Desirable experience

Specialist education, virtual-school liaison and trauma-informed teaching experience.

What good performance looks like

Education staff receive practical support and children experience consistent, appropriate learning.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL20 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Teacher

AL21 | Education | 2 posts | £50,000 gross per year

Reports to Head Teacher and Deputy Head Teacher.

Purpose

Deliver engaging, accessible teaching and help children rebuild confidence in learning.

Working arrangements

Teaching timetable and term-time or year-round contract basis confirmed before appointment.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Assess starting points and plan sequenced individual learning.
- Adapt lessons for SEND, language, disrupted schooling and emotional needs.
- Set realistic goals and provide feedback children can use.
- Maintain attendance, assessment and progress records.
- Use safe, respectful behaviour-support approaches.
- Coordinate with school, care and clinical colleagues on agreed support.
- Promote literacy, numeracy, digital safety and wider interests.
- Report safeguarding concerns promptly and maintain appropriate relationships.

Teacher person specification

AL21 | Selection and accountability

Experience

Relevant teaching experience, including adapting learning to differing needs; no numerical minimum is specified.

Qualifications and registration

Relevant degree, recognised teacher training and QTS required by Astha as an employer standard. Subject expertise appropriate to the teaching allocation.

Essential capabilities

- Strong teaching, assessment and communication skills.
- Ability to adapt learning and build respectful relationships.
- Understanding of safeguarding and education confidentiality.
- Commitment to inclusive, culturally responsive practice.

Desirable experience

Experience with looked-after children and specialist or alternative education.

What good performance looks like

Children participate, develop skills and can identify progress towards their learning goals.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL21 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Teaching Assistant

AL22 | Education | 2 posts | £45,000 gross per year

Reports to Teacher with oversight from the Deputy Head Teacher.

Purpose

Help children participate in learning and develop independence under the direction of qualified teachers.

Working arrangements

Education timetable confirmed before appointment; teaching assistants do not replace qualified teaching or clinical staff.

England; exact location and weekly hours confirmed before appointment. Maximum eight-hour shifts include a one-hour paid uninterrupted break with safe cover. The full shared benefits package in this pack applies to this role.

Key responsibilities

- Prepare accessible learning materials and safe teaching spaces.
- Support individual and small-group activities planned by the teacher.
- Use agreed communication and emotional-regulation strategies.
- Record observations and share them with the teacher factually.
- Encourage independence rather than completing work for the child.
- Support trips and enrichment activities under approved risk plans.
- Maintain professional boundaries and report welfare concerns immediately.
- Assist with transitions between education, care and community activities.

Teaching Assistant person specification

AL22 | Selection and accountability

Experience

Relevant experience supporting children's learning or equivalent demonstrable competence; no numerical minimum is specified.

Qualifications and registration

Relevant learning-support qualification or equivalent experience; willingness to complete safeguarding, SEND and role-specific induction.

Essential capabilities

- Patient, clear communication and reliable teamwork.
- Ability to follow individual learning and behaviour-support plans.
- Respect for children's privacy, identities and dignity.
- Good practical organisation and accurate observations.

Desirable experience

Experience with SEND, literacy or numeracy support and creative activities.

What good performance looks like

Children can access learning with appropriate support and growing confidence.

Safeguarding and appointment

All shared safer-recruitment, driving, adjustment, confidentiality and mandatory-learning requirements apply. Report safeguarding concerns immediately through the agreed procedure. Maintain professional boundaries, accurate records and current role competence. Final appointment requires satisfactory checks and written approval; access and duties are limited to the authorised role.

Apply

Contact hr@astha.org quoting AL22 and the role title. HR can arrange a confidential discussion about the role, secure application route, location, hours and reasonable adjustments.

Regulatory scope and sources

This campaign concerns roles in England. Ofsted registers a children's home and its manager for the relevant home; it does not issue a general licence to every care employee. Astha must hold the necessary home-specific registration before carrying on a regulated children's home service. No Ofsted rating, registration number or registered school status is asserted in this pack.

Clinical and education appointments must operate under the appropriate professional and service arrangements. Appointments involving independent-school provision or regulated healthcare require the relevant service registration and governance before that activity begins. Employer experience and degree preferences do not replace statutory qualifications or professional registration.

The sources below informed the recruitment wording and were checked on 3 November 2026. Local council commissioning and safeguarding procedures must also be applied for the actual home and placing authority; a specific council has not been identified.

Ofsted children's homes registration policy
https://www.gov.uk/government/publications/register-a-childrens-home/childrens-homes-registration-policy

Ofsted recruiting staff guidance
https://www.gov.uk/guidance/childrens-homes-recruiting-staff

Ofsted inspection framework for children's homes
https://www.gov.uk/government/publications/social-care-common-inspection-framework-sccif-childrens-homes/social-care-common-inspection-framework-sccif-childrens-homes

DBS guidance for children's social care
https://www.gov.uk/guidance/disclosure-and-barring-service-guidance-for-childrens-social-care-providers-and-managers

Clinical psychologist regulated profession
https://www.regulated-professions.service.gov.uk/professions/practitioner-psychologist

Social worker regulated profession
https://www.regulated-professions.service.gov.uk/professions/social-worker-2

NMC becoming a nurse
https://www.nmc.org.uk/education/becoming-a-nurse-midwife-nursing-associate/becoming-a-nurse/

SRA practising certificate guidance
https://www.sra.org.uk/solicitors/guidance/practising-certificate/

Department for Education QTS guidance
https://www.gov.uk/guidance/qualified-teacher-status-qts