Rebecca Bellairs

Cambridgeshire

Health and Social care consultant
Responsible Individual (Ofsted)
Chief Operating Officer
Head of Care & Ofsted Registered Manager.
Children's Social Care.
BSc Hons Behaviour Analysis and intervention.
L5 Leadership & Management in Health and Social Care & Children's & Young Peoples Settings.
Positive Behaviour Support (PBS) practitioner and Trainer
Person Centred Active Support (PCAS) Practitioner and Trainer

Director & Consultant, January 2026 – Present

Bellairs Consultancy Ltd, Cambridgeshire, UK (Nationwide)

Chief Operating Officer & Responsible Individual, 04/2024 – Present

Registered Children's Home Manager, 06/2021 – 04/2024

Higher Hopes Ltd – Cambridgeshire

As Chief Operating Officer, I hold strategic and operational responsibility for the overall performance, compliance, and quality of care across Higher Hopes' residential children's homes. I work closely with the Registered Manager, Responsible Individual, and Directors to ensure that all services are delivering safe, effective, and nurturing environments in line with Ofsted expectations and the Children's Homes (England) Regulations 2015.

- ➔ Provide operational leadership across children's homes, ensuring compliance with all regulatory and legislative requirements.
- ➔ Oversee the implementation and continual improvement of policies, procedures, and systems aligned with Quality Standards and safeguarding frameworks.
- ➔ Drive service development and business growth while maintaining high standards of care and governance.
- ➔ Line manage and mentor Registered Managers, providing regular supervision, performance reviews, and coaching to develop leadership capabilities.
- ➔ Lead on quality assurance audits, internal investigations, and regulatory preparedness, including Ofsted inspections.
- ➔ Analyse performance data and reports to inform service planning, risk management, and continuous improvement.
- ➔ Collaborate with clinical, education, and care teams to ensure holistic, trauma-informed support for children with complex needs.
- ➔ Represent the organisation in external forums, including professional networks, commissioners, and regulatory bodies.

- ➔ Ensure safer recruitment and HR compliance.
- ➔ Support Registered Managers and provide management oversight and supervision.

Registered Children's Home Manager, 03/2020 – 06/2021

TLC Youth Care – Rushden

Managed a residential children's home registered to accommodate 4 young people with social and emotional behaviours.

Worked closely with external professionals such as social workers, health services, education, police, CAMHS, drug and alcohol services and other professional involved in the care of young people to ensure that young people were safeguarded and supported to progress.

Advocated for young people and supported each individual to achieve.

Created dynamic risk assessments and positive behaviour support plans.

Encouraged creative thinking, problem solving and empowerment to improve morale and teamwork.
Encourage positive behaviour support and positive unconditional regard.
Ensure therapeutic care was delivered within the home.
Supervised and managed the daily activities of a team consisting of senior support workers and residential support staff.
Facilitated an ongoing assessment of children/family needs and implementation of multidisciplinary team care planning.
Encouraged creative thinking, problem solving and empowerment as part of the facility management group, to improve morale and teamwork.
ongoing assessment of children/family needs and implementation of multidisciplinary team care planning.
Recruited, hired, trained and coached staff.
Ensured effective and efficient reflective supervision of all staff.
Established and maintained systems that safely met children's' needs.
Ensured each child was treated as an individual and supported to achieve their personal goals.
Investigated and reported issues relating to children and young people's care or conditions that might hinder wellbeing.
Identified process improvements in the day-to-day functioning of the children's home.
Continually improved knowledge, skills and performance based on feedback and self-identified professional development needs.
Confirmed accurate completion of forms/reports for the admission, transfer and/or discharge of each resident.
Analysed behaviour and incidents in order to recognise trends and develop interventions.
Created and maintained computerised record management systems to record and process data and generate reports.
Confirmed accurate completion of forms/reports for the admission, transfer and/or discharge of each resident.

Registered Children's Home Manager, 02/2019 – 03/2020 (Left due to relocation)

Keys group – CRP – Buckinghamshire & Oxfordshire

Opened 2 new services within the Cross Regional Project.

Worked closely with commissioners and Local authorities to support young people to remain in county/closer to home.

Worked closely with psychologist and therapist to implement therapeutic approach and interventions.

Advocated for young people and supported each individual to achieve.

Created dynamic risk assessments and positive behaviour support plans.

Encouraged creative thinking, problem solving and empowerment to improve morale and teamwork.
Encourage positive behaviour support and positive unconditional regard.
Ensure therapeutic care was delivered within the home.
Supervised and managed the daily activities of a team consisting of Deputy Manager, Children's services team leaders and residential support staff.
Facilitated an ongoing assessment of children/family needs and implementation of multidisciplinary team care planning.
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Registered Children's Home Manager, 04/2017 – 02/2019

Cambian – Northamptonshire

Advocated for young people and supported each individual to achieve.
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Encourage positive behaviour support and positive unconditional regard.
Ensure therapeutic care was delivered within the home.
Supervised and managed the daily activities of a team consisting of Deputy Manager, Children's services team leaders and residential support staff.
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Head of Care, 11/2016 to 04/2017 (Interim post)
Macintyre Academies -Endeavour Academy – Oxford, Oxfordshire

Established and maintained systems that safely met children's' needs.
Consistently complied with applicable laws and regulations, and ensured facility adhered to NMS and Children's homes regulations.
Educated staff on local and national laws, rules and regulations governing home care services.
Interpreted and communicated new or revised policies to staff.
Established and oversaw implementation of an effective budgeting and accounting system that improved efficiency and reduced costs.

Encouraged creative thinking, problem solving and empowerment as part of the facility management group, to improve morale and teamwork.
Facilitated an ongoing assessment of children/family needs and implementation of multidisciplinary team care planning.
Maintained good communication between department heads, medical staff and governing boards by attending CP/CIN/LAC meetings and synchronising interdepartmental functions.
Investigated and reported issues relating to children and young peoples care or conditions that might hinder wellbeing.
Identified process improvements in the day-to-day functioning of the children's home.
Continually improved knowledge, skills and performance based on feedback and self-identified professional development needs.
Confirmed accurate completion of forms/reports for the admission, transfer and/or discharge of each resident.
Analysed behaviour and incidents in order to recognise trends and develop interventions.
Created and maintained computerised record management systems to record and process data and generate reports.

Vice Principal of Care & Registered Manager, 03/2016 to 11/2016
Action for Children - Parklands Campus – Abingdon, Oxfordshire

Parkland Campus is a 52 week Residential school providing both education and residential support on one campus.
Parklands Campus supports children between the ages of 11 & 19 with Autism, Asperger's and EBD.

In my role as Vice Principal of Care & Registered Manager I:

Formed a key part of the senior leadership team within the campus.
Led & ensured effective and efficient communication between the school and home settings.
Led the planning and achievement of goals and objectives consistent with the agency mission and philosophy.
Recruited, hired, trained and coached staff.
Ensured effective and efficient reflective supervision of all staff.
Established and maintained systems that safely met children's' needs.
Ensured each child was treated as an individual and supported to achieve their personal goals.
Developed a system of staff communication that ensured proper implementation of treatment plans and comprehensive care.
Consistently complied with applicable laws and regulations, and ensured facility adhered to OFSTED regulations, National Minimum Standards & company policy.
Educated staff on local and national laws, rules and regulations governing residential children's home care services.
Interpreted and communicated new or revised policies to staff.
Strategically planned methods to achieve operational goals and targets.
Continually maintained and improved the company's reputation and positive image in the markets served.

Encouraged creative thinking, problem solving and empowerment as part of the facility management group, to improve morale and teamwork.
Achieved high staff morale and retention through effective communication, prompt problem resolution, proactive supervisory practices and facilitating a proactive work environment.
Supervised and managed the daily activities of a clinical team.
Facilitated an on-going assessment of patient/family needs and implementation of interdisciplinary team care plan.
Cooperated and communicated effectively with doctors, social workers, psychologists and external professionals to ensure client satisfaction and compliance with set standards.
Identified process improvements in the day-to-day functioning of the department.
Coordinated department activities, training and shift patterns to ensure availability of appropriate clinical support staff children's care.
Closely collaborated with management team to make necessary improvements and satisfy children's needs.
Continually improved knowledge, skills and performance based on feedback and self-identified professional development needs.
Confirmed accurate completion of forms/reports for the admission, transfer and/or discharge of each resident.
Initiated audit process to evaluate thoroughness of documentation and maintenance of facility standards.
Maintained good communication between department heads, medical staff and governing boards by attending CP/CIN/LAC meetings and synchronising interdepartmental functions.
Supported children and families in coping with problems resulting from trauma, LD, autism and EBD.
Referred children's to psychiatric and medical examinations, as well as to family assessment planning teams.
Trained in working with children Asperger's Syndrome and high functioning Autism.
Met with and assessed/evaluated children, including conducting safety and risk assessments.
Coordinated child care from pre-admission to post-transition follow-up.
Offered therapeutic services and crises intervention to emotionally disturbed children and adolescents.
Delivered comprehensive therapeutic services to children involved with child welfare and prevention services.
Collaborated with court, law enforcement and community providers.
Solicited advice and guidance from senior personnel and other experts when difficult or atypical situations developed.
Supported each child understand their diagnosis/disability and the contributing personal, social and economic factors.

Registered Cluster Manager, **05/2012 to 02/2016**
HF Trust – Banbury - North Oxfordshire

Hf Trust is a national charity supporting individuals with Learning Disabilities and multiple and complex needs.

I managed a cluster of 4 houses (Bristol, Bath and Oxfordshire), across which I supported individuals with a varied range of needs such as Autism, Williams Syndrome, Dementia, Fragile X and Down's syndrome.
The supported individuals range in age from 28-65.

Within my role as registered cluster manager, some of the duties I performed are as follows:
Developed a system of staff communication that ensured proper implementation of support plans.
Trained and coached staff in Positive Behaviour Support.
Trained and coached staff in Person Centred Active Support.
Created, implemented and reviewed PBS plans for supported individuals.
Consistently complied with applicable laws and regulations, and ensured service adhered to CQC regulations.
Interpreted and communicated new or revised policies to staff.
Strategically planned methods to achieve operational goals and targets.
Encouraged creative thinking, problem solving and empowerment as part of the service management group, to improve morale and teamwork.
Routinely collaborated with colleagues to correct problems and improve services.
Supervised and managed the daily activities of staff team consisting of 20 support workers/senior support workers.
Investigated, provided and submitted information to the Quality Department about special incidents, events and complaints.
Facilitated an on-going assessment of supported individuals needs and implementation of interdisciplinary team care plans.
Cooperated and communicated effectively with doctors/psychologists/care manager and other external professionals to ensure satisfaction, of supported individuals, and compliance with set standards.
Continually improved knowledge, skills and performance based on feedback and self-identified professional development needs.
Confirmed accurate completion of forms/reports for the health, safety and well being of each supported individual
Monitored infection control and critical incidents, risk management and quality improvement plans.
Maintained effective, professional and trustworthy relationships with families, carers and external agencies.
Created and maintained computerised record management systems to record and process data and generate reports.

Support worker/Healthcare assistant, 07/2011 to 05/2012 & 01/2007 to 09/2009
Patterson Healthcare (Agency) – Bicester – Oxfordshire

Supporting individuals with Learning Disabilities to live a fulfilled life.
Supporting individuals with maintaining social inclusion.
Supporting individuals to attend and actively engage in education.
Supporting individuals with multiple & complex syndrome and challenging behaviour.
Completing support plans, financial recording sheets and medication administration recording sheets.
Supporting individuals with all aspects of their cultural, spiritual and emotional needs.

Supporting individuals to main their health, mental health, safety and well being.

At home support, 09/2009 to 07/2011
Self employed
Supporting an elderly lady, with Dementia, to remain in her home.
Duties including
Supporting individuals with Learning Disabilities to live a fulfilled life.
Actively supporting individuals with daily life such as:
Administering medication.
Supporting/handling financial matters.
Supporting with personal care and hygiene.
Supporting individuals with life skills (cooking, cleaning etc.)Supporting choice and empowering
individuals.

Nursing associate, 07/2002 to 01/2005
Chacombe Park – Northamptonshire
Supporting elderly clients in a residential/nursing setting.
Duties including:
Bathing and personal hygiene.
Clinical support with catheters, stoma bags and bed sores.
Administering medication.
Monitoring observations.
Completing support/care plans.
Completing health records such as fluid/dietary charts.
Supporting end of life care.

Qualifications:

BSc (Hons) Behaviour analysis & intervention:
Edgehill University - Faculty of Health –Ormskirk
Behaviour analysis and intervention.
Ethical and moral dilemmas in medicine and healthcare.
Behaviour analysis frameworks - IABA & PBS.
Analysing and creating behaviour monitoring tools.
Critically appraising tools.
Creating intervention plans.

L5 Diploma - Leadership and management of Health and social care and young people settings.:
Leeds City College, 2014

AS levels:
Headington Girls School (Sixth form) - Headington, Oxford

GCSE:

Headington Girls School - Headington, Oxford

Achievements:

- HFT FUSION Award - "Choice"
- National Learning Disabilities and Autism Awards 2015 - Manager of the year.

Skills:

- BSc Hons Behaviour analysis and intervention
- Therapeutic Crisis Intervention (TCI) trainer
- Positive Behaviour Support (PBS) practitioner
- Designated Safeguarding Lead
- Safeguarding Trainer
- L5 Leadership Management
- Effective staff coach
- Promotes positive behaviour.
- Knowledge of current legislation and
- OFSTED/CQC compliance & framework.
- Knowledge of national minimum standards.
- Accomplished senior leader.
- Quality improvement competency
- Independent judgment and decision making.
- Analytical thinker
- Supervisory training
- Designated Safeguarding Lead
- Working knowledge of Children's home's regulations.
- Effective performance management mentor
- Project management authority
- Savvy negotiator
- Quality improvement competency
- Independent judgment and decision making
- Team Teach Trainer
- Excellent communicator
- Strong advocacy skills
- Excellent professional relationships
- Excellent external stakeholder relationships
- Strong collaborative/partnership working

Certifications:

TCI – Therapeutic Crisis Intervention (Train the trainer)
Team Teach (Train the Trainer)
Designated Safeguarding Lead
Safeguarding and Leadership
Positive Behaviour Support (PBS) lead practitioner - BILD accreditited
Safer recruitment
Appointed officer
Strategic Manager Integrated Working CAF
Self-Harm and Suicidal thoughts in children and young people
Hiddden Hard

Trafficking, Exploitation and Modern Slavery
Working Together
Teenage Pregnancy
Behaviour Support foundation
Safeguarding Children foundation
Autism training
Epilepsy training
Sensory awareness
Radicalisation - Prevent training
Teenage pregnancy
Young people and mental health
Parental Mental Health
Personal resilience and assessment centre skills
Person centred active support (In situ trainer)
Person centred active support (Observer)
Person centred active support (Practice leader)
Person centred active support (Practitioner)
First Aid and Basic Life Support
Medication
Financial Recording
Budget Training
Safeguarding/SOVA
Dementia Training
Management Training
Change management Training
Investigation Training
Empowered Performance
Choice v Duty of Care
MCA & DoLs
Professional Practice & Decision Making
Negotiating & Influencing
Personalised Technology/Assistive Technology Training
Equality & Diversity
Communication Skills
Makaton
Presentation Skills
Fire Marshall
Health & Safety
Infection Control
Stress Awareness
Food Hygiene - Level 2
Manual Handling
Managing Quality
Phlebotomy