AMANDA KENNEDY



ABOUT ME

I am an experienced social care and regulatory professional with over 20 years' experience across social care, leadership, management, quality assurance and independent regulatory monitoring. I currently undertake independent visits across children's homes, residential family centres and residential special school provision. I am passionate about improving the quality of care and experiences of children and young people, and I particularly value the opportunity to provide independent scrutiny while recognising good practice and supporting meaningful service development.

My approach is child-centred, curious and evidence-based. I focus on what care and support looks and feels like in practice, rather than considering compliance in isolation. I enjoy learning and professional development and have a particular interest in behaviour, trauma-responsive practice, leadership, regulation and organisational culture. Outside of work, family life keeps me busy, as do my dogs.

KEY SKILLS

- Independent Regulation 44 monitoring of children's homes & Independent Regulation 25 monitoring of residential family centres
- Independent monitoring of residential special school provision & extensive safeguarding knowledge
- Analysis of safeguarding incidents, patterns and themes, including evaluation of management oversight, learning and the effectiveness of actions taken
- Quality assurance, auditing and critical evaluation of care, safeguarding and leadership practice
- Leadership and management mentoring
- Reflective supervision, professional challenge and supporting managers to strengthen oversight, accountability and decision-making
- Strategic planning, service development and translating regulatory findings into achievable improvement actions
- Problem-solving and solution-focused support in complex operational, staffing and practice situations
- Supporting managers with prioritisation, action planning, inspection readiness and sustained service improvement
- Developing leadership confidence, professional curiosity and effective management oversight
- Independent HR investigations, disciplinary & appeal processes
- Safer recruitment and workforce development
- Behaviour analysis and understanding behaviour within context and Trauma-responsive and relationship-based practice

CAREER HIGHLIGHTS

I have over 20 years' experience in social care and regulation, with a career spanning direct practice, leadership, management, quality assurance and independent scrutiny. I have held senior roles including Registered Manager and Team Manager, giving me first-hand experience of leading services, managing risk, developing staff and maintaining effective safeguarding and management oversight within regulated environments.

Safeguarding is a central thread throughout my professional experience. My work requires me to critically evaluate safeguarding practice, risk management, incident responses, management oversight and organisational learning. I am confident in providing professional challenge, identifying patterns and emerging concerns, and considering whether actions taken are proportionate, effective and result in meaningful improvements to children's safety and experiences.

A significant part of my current work involves mentoring and supporting Registered Managers, Responsible Individuals, Deputy Managers and other senior leaders. I provide a reflective and appropriately challenging space in which managers can work through complex issues, strengthen their decision-making and develop their leadership practice. This includes problem-solving, strategic planning, prioritisation, supervision, action planning, regulatory compliance, inspection readiness, team development and supporting managers to move from identifying a problem to implementing and sustaining effective solutions.

My more recent work also includes independent regulatory monitoring and quality assurance across children's homes, residential family centres and residential special school provision, alongside independent HR investigations and appeal processes. This breadth of experience enables me to consider practice from operational, regulatory and leadership perspectives and to support services to understand not only what needs to improve, but how improvement can be achieved and embedded.

My professional development includes a BSc (Hons) in Behaviour Analysis and Interventions, ILM Level 5 Leadership and Management, and Level 5 Leadership and Management for Children and Young People. These complement my practical experience and my professional interests in safeguarding, behaviour, trauma-responsive care, leadership, organisational culture and improving outcomes for children and families.

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