DARREN KAVANAGH



ABOUT ME

Hi, I'm Darren, a dedicated and compassionate professional with over 10 years of experience working with children and young people in a variety of care settings. My journey began in a secure welfare home, where I had the privilege of supporting some of the country's most vulnerable children. This included working closely with young people affected by complex and high-risk issues such as county lines exploitation, child sexual exploitation, self-harm, and emotional trauma. I started as a Child Care Worker and progressed into leadership roles, including Deputy Manager and Registered Manager.

Throughout my career, I've been committed to delivering positive outcomes for young I've been a part of teams in turning around underperforming homes, supporting them from inadequate ratings to achieving an ' outstanding' status through focused leadership, staff development, and a child-centred approach.

I believe that creating a safe, nurturing environment is key to helping young people thrive. In addition to my professional work, I'm proud to serve as the Chair of Trustees for a children's charity that provides holidays and experiences designed to enrich the lives of young people and their families. This role allows me to contribute
on a broader scale and advocate for vulnerable children beyond the residential care sector.

'm passionate about not only improving the lives of children and young people but also about mentoring and developing staff. Supporting colleagues to grow in confidence, skill, and ambition is one of the most rewarding parts of my role. When I'm not working, I enjoy football, fishing, and exploring new places through travel

CAREER HIGHLIGHTS

Key member of a leadership team that transformed a children's service from Inadequate to Outstanding, driving cultural change, strengthening safeguarding practice, and embedding high quality care standards.

Successfully led services from Requires Improvement to Good as a Registered Manager, implementing robust systems, improving staff capability, and ensuring full compliance with the Children's Homes Regulations and Quality Standards.

Supported multiple young people into safe, successful adulthood, ensuring every young person turning 18 under my leadership moved into independence with stability, confidence, and the right support. Seeing them now living safely and prosperously remains the most meaningful achievement of my career.

Appointed Chair of Trustees for a local children's charity, providing strategic leadership and governance oversight for an organisation that has supported thousands of children and families through holidays, day trips, respite opportunities, and community engagement.

KEY SKILLS

- Regulation 44 Visits
- Registered Manager development and coaching, supporting through feedback, reflective conversations and high quality supervisions
- Behaviour Support expertise, incident analysis, Instructor experience and positive behaviour support
- Regulation and compliance knowledge, children's homes regulations, quality standards, schedule 2 checks
- Evidence Based Reporting, triangulating evidence from records, staff interviews, young people's views, and physical environment checks.
- HR investigations and report writing.

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