RYAN LYMER



ABOUT ME

I have worked in social care for the past 16 years, mainly supporting children and young people in residential care. Over that time, I have worked in a range of roles including Registered Manager, Service Manager, Operations Manager, Responsible Individual and Independent Regulation 44 Visitor.

What has always kept me in the sector is the opportunity to make a genuine difference to the lives of young people, while also supporting the adults around them to provide the best possible care. I enjoy working alongside managers and staff teams, helping them build confidence, strengthen practice and create homes that feel safe, nurturing and well led.

I am particularly interested in safeguarding, leadership, reflective practice and service development. I like getting underneath how a service really works, understanding what is going well and helping teams find practical ways to improve where needed.

Outside of work, I enjoy running, fitness, reading, travelling and spending time with my family.

KEY SKILLS

- Regulation 44 Independent Visiting
- Responsible Individual oversight
- Children's home audits and quality assurance
- Ofsted preparation and regulatory compliance
- Safeguarding reviews and investigations
- HR and disciplinary investigations
- Registered Manager mentoring and development
- Supervision and reflective practice
- Incident review and management oversight
- Risk assessment and safeguarding planning
- Placement planning and matching
- Policy and procedure development
- Staff training and workshop delivery
- Service development and improvement planning
- Multi-agency working
- Supporting new services, registrations and home reopenings

CAREER HIGHLIGHTS

I currently work as a **Social Care Consultant, Regulation 44 Independent Visitor and Responsible Individual,** supporting a number of children's homes and organisations. My role involves independent monitoring, audits, mentoring Registered Managers, safeguarding oversight and supporting services through periods of development and change.

One of the parts of the role I enjoy most is working alongside managers and teams to make improvements that are meaningful for children, rather than simply focusing on compliance. This includes helping homes strengthen care planning, recording, safeguarding, leadership and the overall quality of the day-to-day experience for young people.

Before moving into consultancy and independent work, I held a number of **senior operational and management roles within residential children's care,** including responsibility for services, staff teams, safeguarding, quality assurance and regulatory standards. I have also worked as a **Registered Manager,** which gives me a strong understanding of the realities of running a home and the pressures managers and staff teams face.

Across my career, I am most proud of the work I have done supporting services through difficult periods, helping managers grow in confidence and seeing homes become more stable, child-focused and able to provide better outcomes for young people.

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