SOPHIE WILSON



ABOUT ME

I am an experienced social care professional with over 15 years' experience across children's and adult services, including children's residential care, complex needs, management, operational leadership and service development.

I am passionate about improving the experiences and outcomes of young people and believe that high-quality care comes from strong leadership, confident teams and services that truly understand the individuals they support.

My career has given me experience from both the frontline and senior management perspective. I have owned and managed my own nursery, led Ofsted and CQC-regulated services, supported service turnaround and registration, developed new provisions and worked alongside Local Authorities and commissioners to support business growth and sustainable care services.

I now bring this experience into my independent work, including Regulation 44 visits, investigations, grievances, compliance and turnaround support, mentoring and quality improvement.

My approach is practical, balanced and constructive. I believe in recognising what services do well while providing appropriate professional challenge where practice can be strengthened, always keeping the lived experience, safety and outcomes of young people at the centre.

KEY SKILLS

- Regulation 44 visits and independent quality monitoring.
- Workplace investigations and grievance investigations.
- CQC compliance and quality assurance.
- Turnaround and improvement support for Ofsted- and CQC-registered providers.
- Mentoring and practical support for managers and care teams.
- Qualified Assessor for children's and adult care apprenticeships.
- Safeguarding and promoting the welfare of young people.
- Reviewing care practice, records, leadership and management oversight.
- Supporting services working with complex and additional needs.
- Identifying areas of strength, risk and required improvement.
- Providing balanced, constructive professional challenge.
- Strong understanding of regulatory compliance across children's and adult social care.

CAREER HIGHLIGHTS

My journey into consultancy developed naturally through the experience I had gained supporting managers, teams and providers across a range of services.

Over time, I became someone people regularly approached for advice, problem-solving and practical support, particularly when services were facing challenges, change or periods of development.

My Nan, who has always been my biggest supporter, encouraged me to recognise the value of the knowledge and experience I had built and to have the confidence to turn that into something of my own.

Making that move was a significant step, but it has allowed me to focus my work on what has always mattered most to me — people. Whether I am supporting a young person, a manager, a team or a provider, my aim is to make a positive difference, strengthen the quality of care being delivered and ultimately help improve people's lives. That has always been the purpose behind the work I do.

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