



Insights

Benchmarking Report

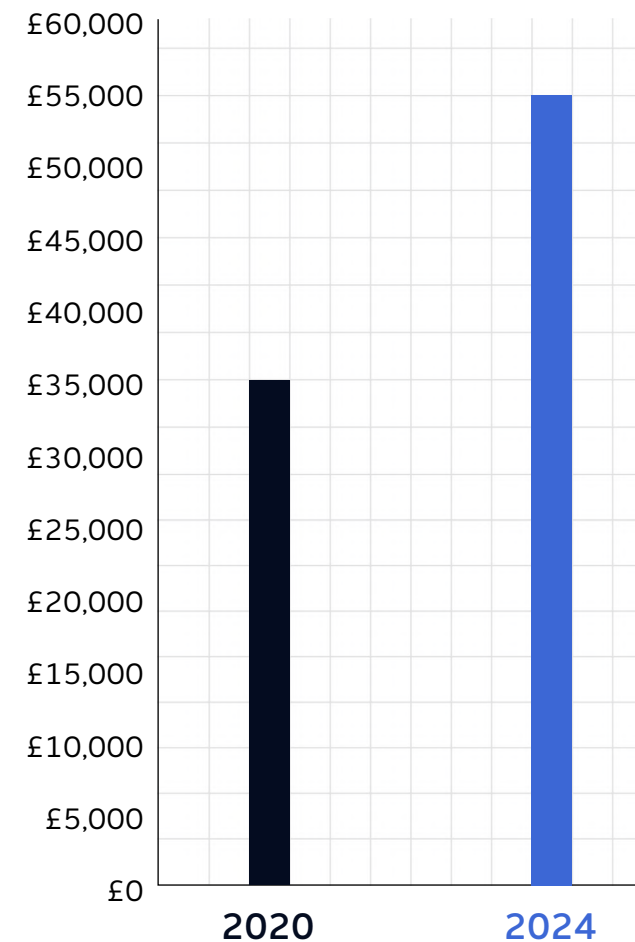
Children's Services Salary Benchmarking Report





Residential

Over the last few years, salaries for Children's Registered Managers have seen a sharp rise – perhaps more evident than any other position in the children's social care market, and they continue to climb even now.



From 2020 to 2024, salaries increased from an average of £35,000 per annum to £55,000 per annum across both independent and equity-backed companies (36% rise).

It is also worth noting that we've seen salaries as high as £70,000 in extreme cases.

Increases in salaries can also stem from the level of complexity of the children within the services, with some sites requiring consistent 2:1 or 1:1 support, which leads to bigger staffing teams, increased mandatory training, and increased responsibilities.

In addition to this, it is now essential for Registered Managers to have a minimum of 2 years within a management role further increasing entry salary levels to align to this experience.

Workforce challenges mean there are often not enough qualified staff in classrooms, nurseries, colleges, or care settings. The SEND system is struggling as demand for services continues to rise. The number of children in care continues to rise, but there is a shortage of foster carers and frankly not enough children's homes in the right places.

It is well-known among our clients that Registered Manager market sits at the more

extreme end of being candidate-led. In more rural areas it is not uncommon for bidding wars to take place between providers to secure a registered manager as after all this can prevent the opening of any home.

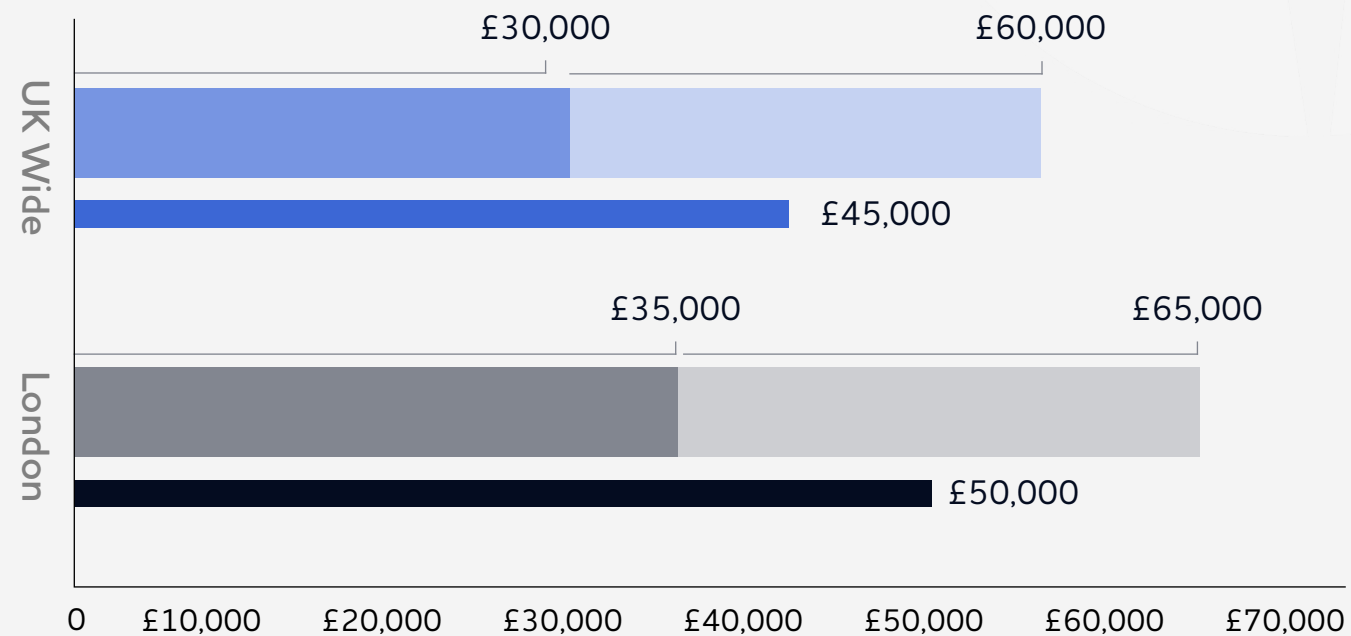
In the market currently, if you're looking for an experienced Registered Manager with at least one 'Good' Ofsted inspection behind them, companies will have to be paying a minimum of £60,000 per annum or have either a welcome bonuses / considerable KPI-driven bonuses in place to accommodate the differences.



Children's Registered Manager

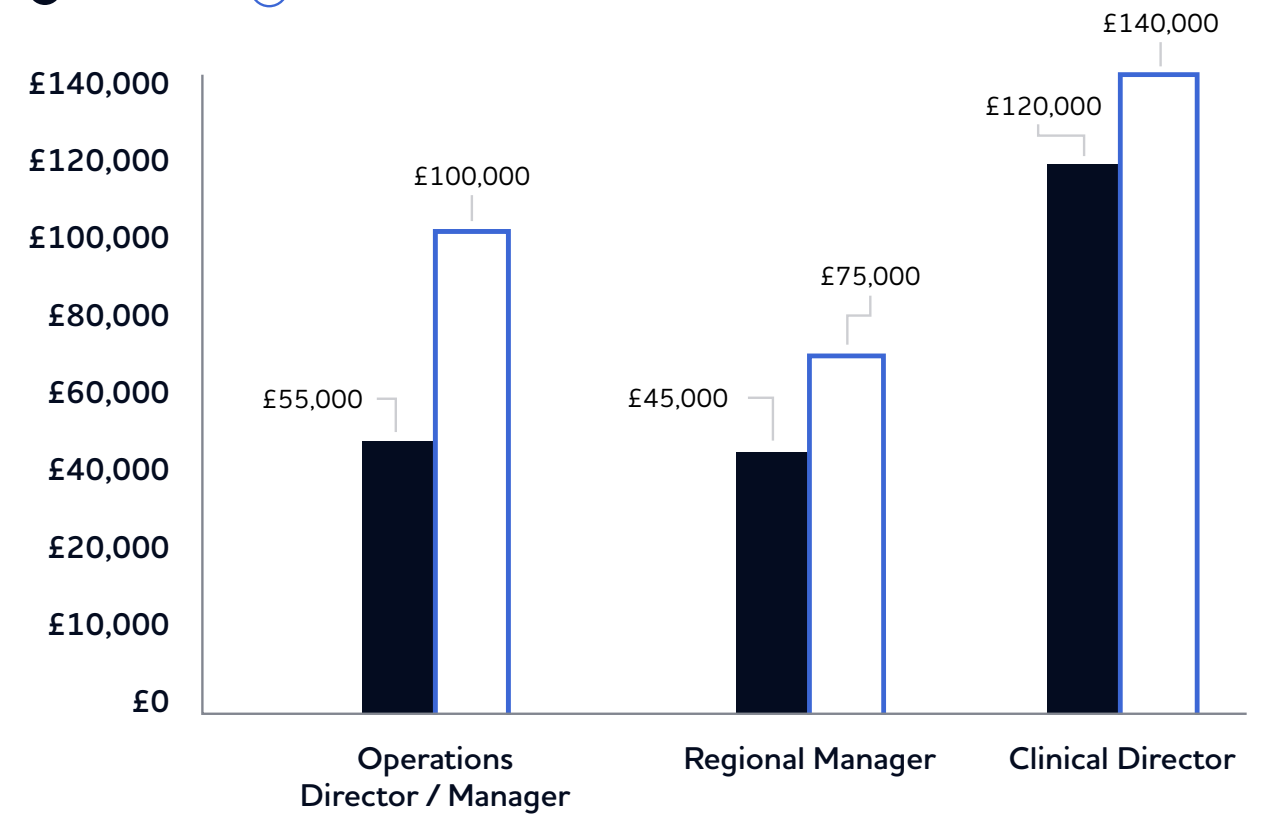
Average Salary

● London ● UK Wide



Director / Management

● Minimum ○ Maximum



Head Of Positions

Head of Psychology
UK Wide
£70,000 - £75,000

Head of Clinical Services
UK Wide
£55,000 - £68,000

Head of Care
UK Wide
£50,000 - £60,000

Additional Positions

Creative Therapist
UK Wide
£30,000 - £38,000

Psychotherapist
UK Wide
£35,300 - £40,000

Psychologist
UK Wide
£40,000 - £63,000

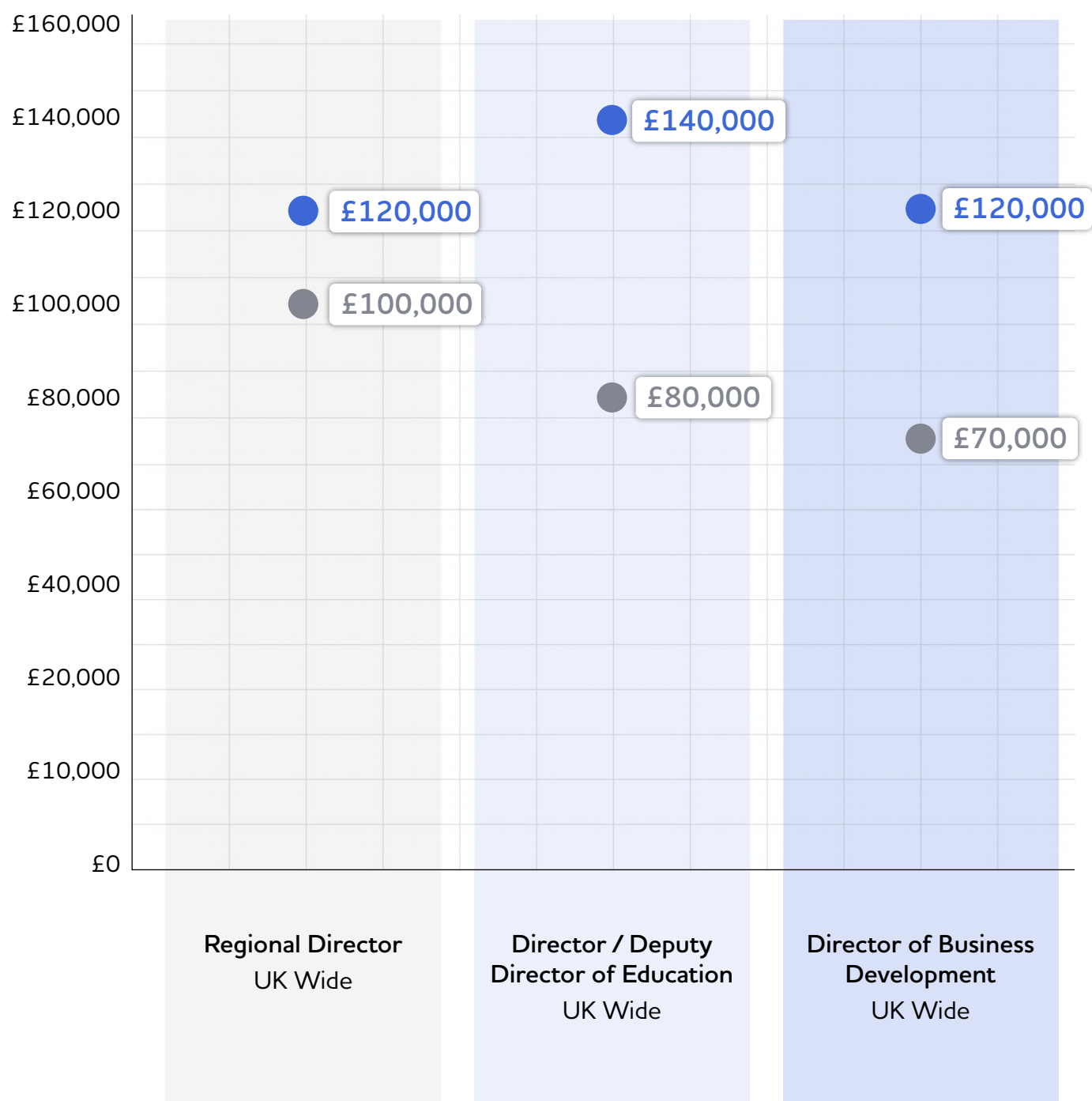


Headteacher
UK Wide



Director Positions

● Low ● High





Psychologist

Psychologist /
Educational Psychologist
/ Senior Psychologist
UK Wide

£40,000 - £65,000

Psychologist /
Educational Psychologist
/ Senior Psychologist
London

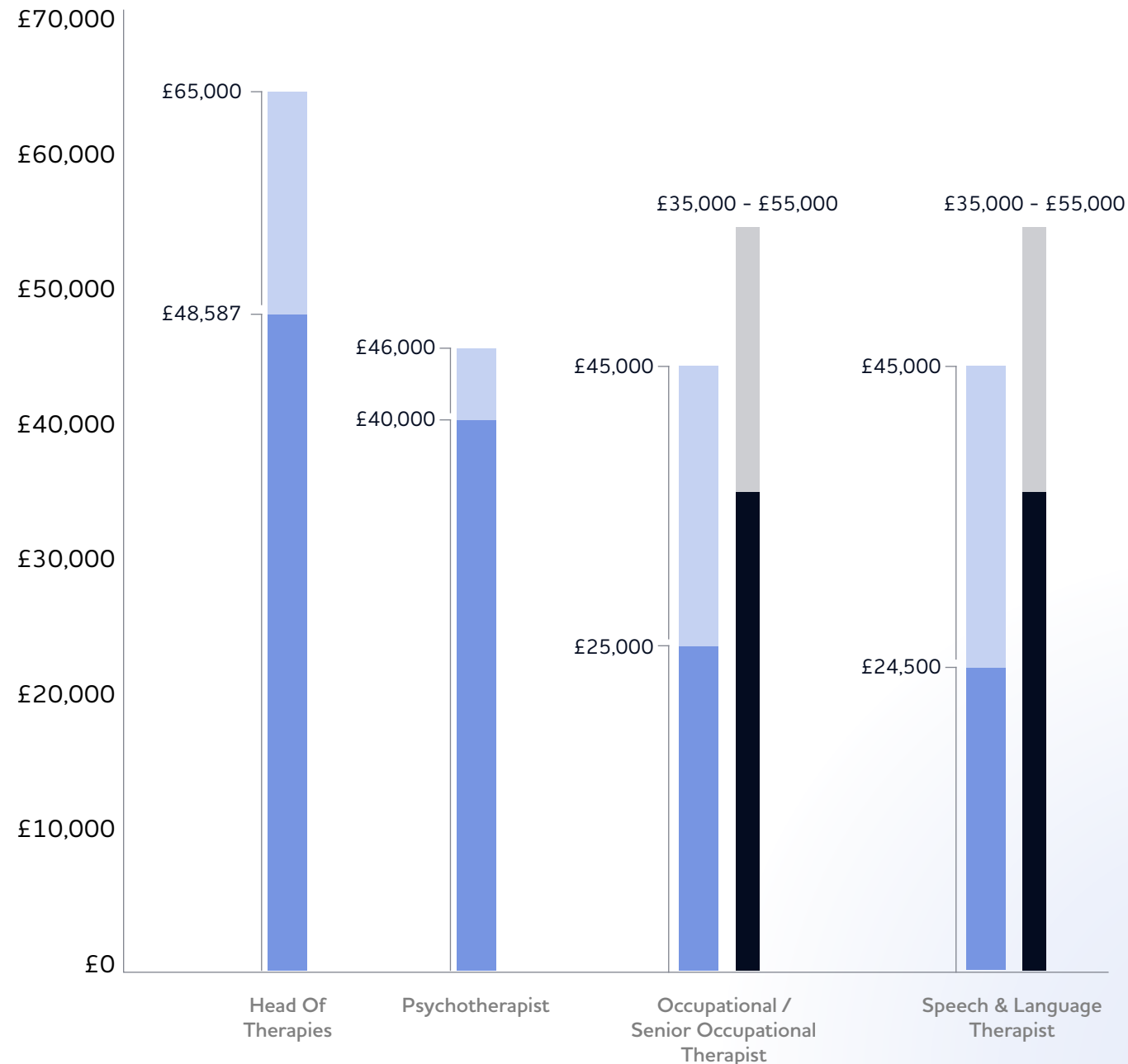
£60,000 - £65,000

Lead Psychologist
UK Wide

£50,000 - £75,000

Therapist

● London ● UK Wide



Analysis

Over the past four years, salaries within the children's social care and specialist education sectors have exhibited broad increases indicative of two (often intertwined) growing markets.

Looking specifically at care, our data indicates a stark rise in remuneration at Regional Manager level, from a range of £50,000 - £60,000 in 2021 to a consistent offering of £60,000 - £70,000 since 2023. This rise is especially sharp when we factor in the number of homes covered by the roles in question; three years ago, a Regional Manager who covered 12 - 18 homes was paid on average circa £10,000 less than a Regional Manager in 2024 who has just five homes in their patch. I would speculate that this increase is, broadly speaking, a ripple-like response to the steep rise of Registered Manager salaries in recent years, as Regionals naturally require a higher earning average to maintain market consistency and incentivise Registered Managers to progress in their careers.

One could also argue that the decline in service numbers per Regional Manager is indicative of a couple of different factors. Some providers are reducing the size of their respective care provisions to focus more investment on the growth of their education offering - last year, of the ten largest care providers in the sector five sold more homes than they developed. On the other hand, the residential businesses which are actively growing are also opting for a reduced no. of

services per Regional Manager. Again, while there are several factors at play here, I'd put this down to providers evolving structurally, afforded by commercial success, to become more robust and improve service quality (with some positive reinforcement from Ofsted, I'm sure).

In education, I'd like to focus on Headteachers as that's where the bulk of our data lies. As a quick aside, there are further salary examples from 2020 - 2024 which are consistent with the results presented here. We would be happy to provide at request; I just opted to make some concessions in the name of digestibility. So, back to Headteachers. There has clearly been a steep upward shift in salary for Headteachers in the independent SEND sector. There are some notable trends to speak of which are likely at play here: the recruitment of mainstream Headteachers into the sector, the alignment of teachers' pay scales with public sector standards, the fight to retain high calibre talent, and increased investment in education incentivised by more lucrative fees.

It would be difficult to deny that good Headteachers are now more sought after than ever before in the sector, which has led to a more candidate-driven market and this increase in remuneration across private equity-backed, nonprofit, and independently owned organisations.



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Director of Healthcare & Specialist Services


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🌐 Connect




Team Breakdown



14 Years

Senior Appointments


Stuart Cousins
Head of Compass Associates



11 Years

Senior Appointments AHP & Psychiatry


Adam Brenton
Director of Healthcare & Specialist Services



11 Years

Senior Appointments


Ani Abello
Associate Director



11 Years

Adult Care

Chris Burgess
Senior Consultant



3 Years

AHP & Psychiatry


Jennifer Marr
Senior Consultant



4 Years

Children's Care & Education

Jordanna Osborn
Senior Consultant



8 Years

Complex Care Mental Health
Neurorehabilitation AHP & Psychiatry


Lijani Cherry
Divisional Manager



4 Years

AHP & Psychiatry Adult Care
Children's Care & Education

Lynette Robb
Senior Principal Consultant



10 Years

Nurseries

Matt Sheppard
Senior Principal Consultant



3 Years

Adult & Children


Andy Munyimi
Senior Consultant



2 Years

HR Finance Marketing


Simon Codling
Consultant



2 Years

Complex Care Mental Health
Neurorehabilitation

Ed Amaral
Consultant



2 Years

Complex Care Mental Health
Neurorehabilitation

Ashley Collishaw
Managing Consultant



4 Years

Children's Care & Education

Morgan Whelan
Managing Consultant



11 Years

Adult Care


Laura Bloomfield
Principal Consultant



1 Year

Adult Care Mental Health

Aleksandra Siedlecka
Consultant



1 Year

Children's Care & Education

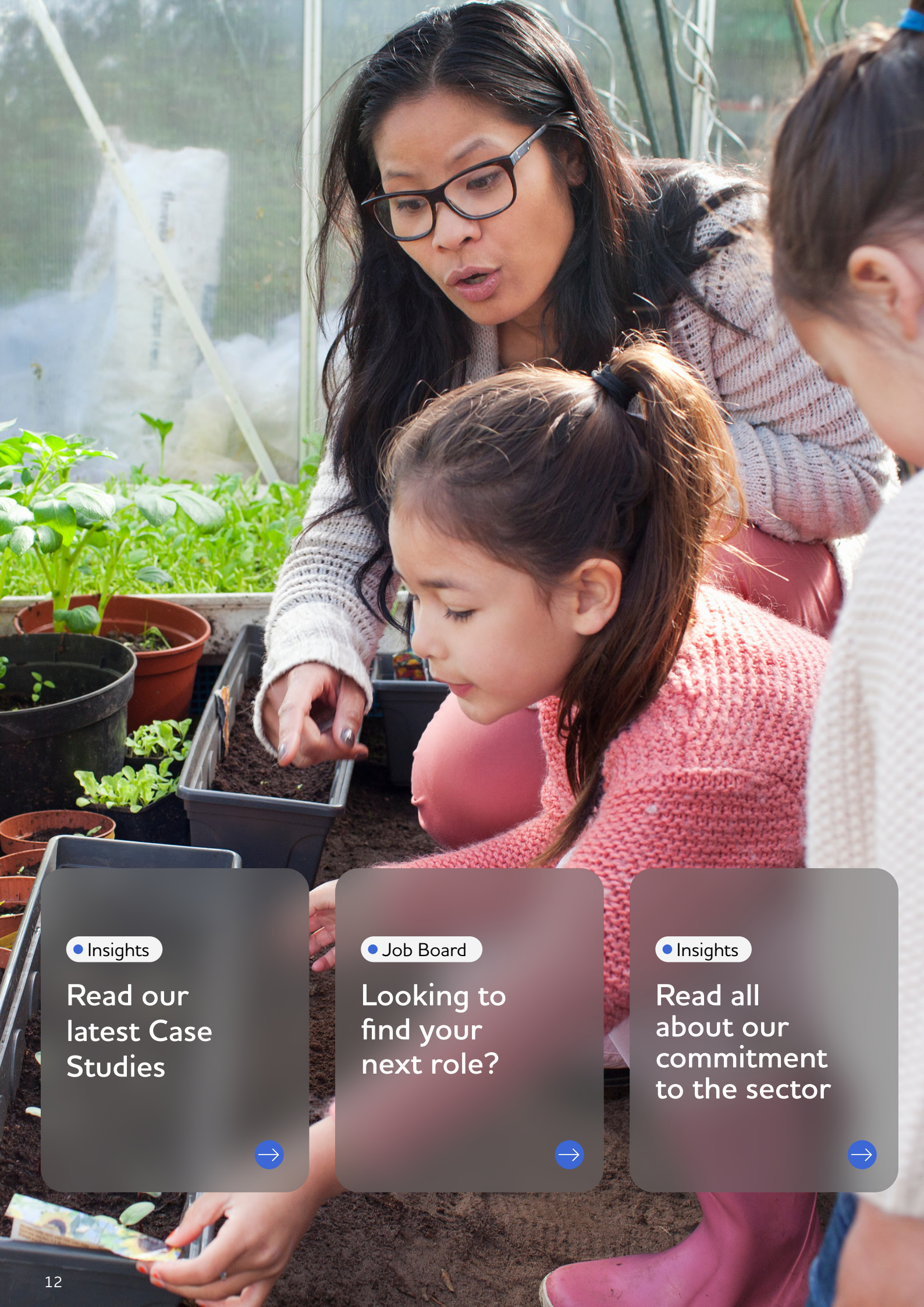
Mehrab Shah
Consultant



1 Year

Children's Care & Education

Madeleine Crosley
Consultant



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