

Over 100 Years of Relevant Management Experience

Our leadership team combines more than a century of sector-specific expertise, spanning operational management, regulatory compliance, and business growth.

Jool Heller Dixon – 45+ Years

Over 45 years' experience leading and managing projects and services for children and young people nationally and internationally. Experience across public, voluntary and academic sectors, with extensive knowledge of team dynamics, organisational psychology, and human behaviour. Developed and managed a local authority Sure Start Children's Centre and an Ofsted-registered community nursery.

Peter Richards – 40+ Years

Worked throughout the UK in frontline voluntary and public services for children and young people. Brings 40 years' experience leading and managing Child Protection, Leaving Care, and Looked After Children's services within several Ofsted-rated Outstanding local authorities. Extensive knowledge of public policy, regulatory frameworks, commissioning, and best practice in children's services.

Joe Davys – 30 Years

Former Ofsted inspector with national experience and a strong reputation for improving underperforming children's homes into well-run, compliant, and high-quality services. Recognised for operational excellence and driving cultural change within challenging environments, particularly across private children's homes in the South of England.

Adam Male – 10+ Years

Adam brings over a decade of experience within children's residential care, progressing from Residential Childcare Worker to Responsible Individual overseeing multiple Ofsted-registered homes and outreach services. He has held strategic responsibility for five children's homes, including specialist provision for children with disabilities and complex needs, ensuring full regulatory compliance and high standards of care.

He has a strong track record in safeguarding leadership, trauma-informed practice, and service development, consistently achieving 'Good' Ofsted ratings across his settings. Adam is also highly experienced in workforce development, having delivered specialist training in behaviour support, Therapeutic Crisis Intervention (TCI), and Team Teach.

Now working as an independent consultant, Adam supports providers nationally with children's home registration, compliance, and operational development, bringing a practical and solutions-focused approach to establishing high-quality, sustainable services.

Jemima Heller-Richards – 10+ Years

Jemima brings over a decade of experience across children's social care and supported accommodation, with a strong focus on service development, safeguarding, and trauma-informed practice. She has played a central role in establishing and managing supported accommodation services for looked after young people, including leading on Ofsted readiness, policy development, and regulatory compliance.

In addition, Jemima has led a large-scale homeless charity, where she was responsible for improving outcomes and significantly increasing the success rate of clients moving on to independent living during her tenure. This experience has strengthened her ability to design



effective support pathways and deliver meaningful, long-term outcomes for vulnerable individuals.

Her experience spans frontline practice through to senior leadership, with a particular strength in creating nurturing, structured environments that promote independence and positive outcomes. Jemima has extensive experience in multi-agency working, risk management, and developing individualised support packages for young people with complex needs.

James Sadler – 10+ Years

James brings over a decade of leadership experience within social care and business development, with a strong track record in establishing, scaling, and sustaining high-quality services. As a Director, he has led on the operational and financial management of supported accommodation provision, including property acquisition, service setup, and strategic growth.

He has also developed and established a homelessness outreach department in Crawley, creating clear pathways into recovery and rehabilitation. This service continues to operate successfully today, demonstrating both sustainability and long-term impact within the community.

James has successfully overseen the development of services from inception through to full operation, ensuring both regulatory compliance and commercial viability. He has extensive experience in stakeholder engagement, working closely with local authorities, commissioners, and partner agencies to secure placements and build long-term relationships.

With a strong understanding of both the care sector and business operations, James plays a key role in ensuring services are not only compliant and high-quality, but also sustainable and responsive to local demand.

Track Record of Business Success

The team has already successfully established and operated a sustainable, in-demand supported accommodation service, demonstrating both operational capability and commercial viability within the social care sector.