

Company Profile

Established in 2017, Together for Children is on a mission to improve services in social care, early help and education and engage the whole community in giving children and young people in Sunderland the best possible opportunity to thrive.

Our workforce is AMAZING with a passion for improving the life chances of children and young people. We all strive to make a difference, irrespective of our work vocation or specialism.

Reporting to:

Service Manager

Direct Reports:

Assistant Team Manager, Social Workers, ASYE Social Workers, Child and Family Workers

Location:

Sandhill Centre, Grindon Lane, Sunderland, SR3 4EN

Fostering Team Manager – Grade 10

Service Directorate

Social Care

Purpose

- To act as the Registered Manager for the Independent Fostering Agency. To manage performance, direction and development of the Fostering team and to be involved in planning and implementing changes and improvements. To contribute to the overall provision of services for children cared for by Together for Children.
- To work in accordance with established policies and procedures of Together for Children.

Responsibilities

- Ensure compliance with National Minimum Standards.
- Ensure the effective management of staff within the team.
- Monitor and review performance in constructive partnership with other agencies and key stakeholders.
- Contribute to policy development and plans, to provide leadership to employees which will ensure delivery of high quality, effective services to children and families that are responsive to their needs.
- Work closely with all other relevant professionals to ensure children and young people have access to foster homes that are in line with their needs.
- Supervise and manage a staff team, including social workers and other social work staff.
- Take responsibility for ensuring that the Company's policies and procedures are properly implemented and monitored by social workers, and that agency practice and fostering service complies with statutory guidance and the UK National Minimum Standards.

Statutory Requirements

- Comply with the principles and requirements of the General Data Protection Regulation (GDPR) in relation to the management of Together for Children Sunderland's records and information and respect the privacy of personal information held by Together for Children Sunderland.
- Comply with the principles and requirements of the Freedom in Information Act 2000.
- Comply with the Together for Children Sunderland's and the NHS ICB information security standards, and requirements for the management and handling of information.
- Undertake the duties of the post in accordance with the Company's Equal Opportunities Policy, Health and Safety Policy and legislative requirements and all other Company policies.



Responsibilities

- Work within financial budgets (determined by the Company/Board) and promote good practice and home stability, to ensure the continuing security of the company.
- Work closely with the Service Manager to establish and maintain relationships with partner agencies and contribute to planning and developing the service in line with customer's changing needs.
- Promote learning and development in the workforce and contribute to the development and delivery of training across the workforce.
- Work closely with the Service Manager, Fostering Panel Chair, Fostering Panel Advisor and Panel Administrator to ensure robust panel arrangements.
- Attend panel where required.
- Keep up to date with social work practice, and also reflect and identify development and training needs to ensure continuous professional development.
- Ensure effective and timely communication across Child Protection services, listen to and respond to the views and ideas of other professionals, stakeholders (particularly children and young people and their families) to ensure services are relevant, responsive and focused on meeting identified needs.
- Champion diversity and equality.



Person Specification

Essential Requirements	
Qualifications: <ul style="list-style-type: none"> Educated to degree level with appropriate professional qualification: Social Work (CSS/CQSW or DipSw, MA SW, BA Hons SW) Current Social Work England Registration; Current driving licence and access to a car, or means to mobility support. 	Application Form
<ul style="list-style-type: none"> Evidence of continuous professional development 	Interview
Experience of: <ul style="list-style-type: none"> Extensive post qualifying experience within a relevant professional field. Sound experience of management and service delivery within children's services with demonstrable and proven record of achievement. Experience of working in an interagency setting, co-operating with a range of professionals. Develop sound mechanism to record information and data required to inform performance monitoring, internally and externally. Implementing robust performance management and quality assurance framework as required. Ensuring compliance with statutory requirements, including equality and anti-discrimination legislation and ensure arrangements are in place for the effective management of complaints. Develop and motivate staff and provide supervision and performance management to achieve high quality service delivery. An in-depth understanding of child protection systems, child development, the effects of child abuse and neglect and the significance of attachments, separation and loss for cared for children. Experience of successfully planning for and contributing to OFSTED inspections. Handling problems and difficult situations calmly and sensitively. 	Application Form Interview
Knowledge and understanding of: <ul style="list-style-type: none"> Comprehensive knowledge of legislation, regulations, guidance and standards that relate to the provision of fostering services for children in England. An understanding of the role of independent fostering providers, their relationships with local authorities and the market environment in which they operate. 	Application Form Interview

Person Specification

<p>Ability to:</p> <ul style="list-style-type: none"> Produce excellent written and verbal communication skills and the ability to communicate effectively within a multi-disciplinary team. Manage and supervise staff. Effectively use a PC to write reports/assessments, record information or input data; The ability to share information, obtain information and have dialogue with others, either in writing, in person or over the telephone. Work effectively within a busy team environment, be helpful and co-operative with others ; Effectively risk manage within children's service settings; Manage priorities and work demands displaying initiative and creativity; Be confident on challenging other professionals appropriately; Self-motivated, resilient and committed to excellent social work practice; Take ownership and responsibility arising from own and others' case work appropriate to the level of the post; Be willing to lead by example and promote excellence; Reliable and self-reliant and to seek guidance when appropriate; Meet the travel requirements of the post; Work outside of normal working hours to meet the needs of the service. 	Application Form Interview
Commitment to Equal opportunities	Interview

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TFC STAFF ENGAGEMENT SURVEY (2023)



Better Health
at Work Award
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