

Job Title Team Manager - Fostering
Grade 12

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and the people of Staffordshire
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

The Fostering Service provides the functions of local authority Fostering Agency.

The Fostering and Adoption Recruitment and Training Team promotes both the Fostering and Adoption Agencies throughout Staffordshire, developing marketing campaigns and taking new enquiries. The team supports

prospective carers pre-approval and facilitates all preparation and post approval training. They are responsible for undertaking statutory annual reviews for approved foster cares, delivering support groups and support events.

Fostering Central has responsibility for assessments of general foster carers alongside responsibility for the Fostering Panel.

Fostering North and Fostering South have responsibility for the supervisory and support functions for both general as well as Family and Friends (Kindship) foster carers.

The Intensive Fostering team is responsible for the supervision and support of fostering households providing long term care of children with a disability as well as households providing the disability fostering short breaks. The team recruits and supervises Resilience Care foster carers who provide care for children that transition from residential care to family-based care. Additionally, the team provides intensive wrap around support services to placements where there is a risk of breakdown focusing on maintaining children in family-based care and promoting stability.

About the Role

Reporting Relationships

- Responsible to: Head of Service

Responsible for:

- Senior Practitioners
- Social Workers
- Family Practitioners/Family Support Workers

Key Accountabilities:

1. Leading on the delivery of the statutory responsibilities of the Authority relating to children's safeguarding (in the broadest sense) under the Children and Families Act 2017 and its contextual framework through Working Together 2015 and other relevant legislation e.g. Education Act 1996, Children Act 1989, Adoption & Children Act 2006 etc.

2. Provide the highest level of professional leadership, motivation and direction to a team of qualified social workers, family practitioners and others to ensure that the service provided is effective and meets the needs of children, young people and their families.
3. Lead a team of practitioners and manage the day-to-day practice and the safe allocation of work and to ensure these are progressed in accordance with the statutory frameworks (as applicable).
4. Ensure that effective professional practice and supervision is delivered throughout the team following the principles of the knowledge and skills statements for social workers and in adherence with Children and Social Work Act 2017.
5. Identify and embed service improvements through audits, quality assurance, identifying training, benchmarking and the interpretation and dissemination of legislation.
6. Investigate and respond to complaints, MP enquiries and complex case enquiries e.g. involvement in serious case reviews/learning reviews where appropriate.
7. Participate and work in partnership through relevant boards, e.g. LSCB, partnership committees, locality arrangements and other meetings as necessary.
8. Maintain, develop and contribute to internal, local, regional, national and multi-agency partnerships to influence, support and maintain best practice.
9. Appropriately share information with partners and stakeholders to meet legal requirements and support the effective provision of the safeguarding (in the broadest sense) of children and young people.
10. Ensure effective management and use of all available resource, staff and financial are regulatory compliant and in accordance with SCC's guidance

Other Information

This post is designated as casual car user

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.




Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Person Specification

A = Assessed at Application
I = Assessed at Interview
T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> Professional social work qualification Additional professional qualification in a related area or evidence which can demonstrate skills, knowledge and ability e.g. Practice Educator Management qualification/equivalent experience Registration with the Health Care Professionals Council (HCPC) 	<p>A/I A/I A/I A/I</p>
	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> Experience of working at a senior level within a local authority Knowledge of managing social workers and others within a single or multi-professional team Experience of leading multi-disciplinary teams in a partnership environment Comprehensive knowledge and understanding of relevant legislation in relation to the children's social care system Demonstrable experience in managing budgets effectively Proven ability to quickly build and manage strong credible stakeholder relationships Ability to lead service change and improvements Ability to interpret complex guidance translating and operationalising to improve practice Experience in working in partnership with organisations Demonstrable commitment to professional development 	<p>A/I/T A/I/T A/I/T A/I/T A/I/T A/I/T A/I/T A/I/T A/I/T A/I/T</p>
	<p>Skills</p> <ul style="list-style-type: none"> Excellent verbal and written communication skills Successful problem-solving skills Successful communication skills with staff and across a diverse customer base Excellent supervision skills and an ability to enable practitioners to utilise reflective practice Ability to deal with a range of issues and conflicting demands and deadlines 	<p>A/I A/I A/I A/I/T A/I/T</p>

	<ul style="list-style-type: none"> • Proven ability to influence decision makers • Ability to work collaboratively with teams and partners • Appraisal of risk and ability to prioritise and delegate work effectively <p>This post requires an enhanced DBS clearance as do the posts that sit underneath it</p> <p>This post is designated as a casual car user</p>	<p>A/I/T A/I/T A/I/T</p>
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If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job Centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting
Talent & Resourcing Team 01785 278300