



**Slough Children's Services Trust**

**Recruitment Pack**

**Fostering Connected Persons Manager**

**December 2018**



## Welcome from Lisa Humphreys, Chief Executive

Thank you for your interest in working with Slough Children's Services Trust (SCST). I know that once you have looked at the information in this recruitment pack, you will want to come and join us to help improve the lives of vulnerable children and young people in the borough.

We are looking for individuals who are determined, enthusiastic and share the same high aspirations we have for our children and young people. We want to ensure that as well as becoming one of the best places in the country for the delivery of services to vulnerable children and families, Slough becomes one of the best places in the country to be a social worker.

If you are up to the challenge and thrive in a vibrant team environment then this is the place for you. But more than that, and what I think should attract you to this role, is the career defining opportunity to get in on the ground floor and be part of our journey.

Please come and join us.



Lisa Humphreys  
Chief Executive  
Slough Children's Services Trust



**“We are looking for individuals who are **determined, enthusiastic** and share the same **high aspirations** we have for our children and young people.”**



## Our ethos at the Trust





## What our staff say about working for the Trust

"The Trust is a great place to work and the entire culture is supportive, with everyone seeking to achieve the best for children"

*social worker*

"I have been able to learn and grow as a newly qualified professional and feel that I have a bright and lengthy future at Slough"

*Newly-qualified social worker*

"Working systemically in hubs has led to more joined up and cohesive working between teams where previously they have worked in isolation"

*social worker*

"What I value is that senior management are approachable and will listen to the views of staff"

*Senior social worker*

"I have felt supported and encouraged in my career progression, particularly when I have felt overwhelmed by the increase in responsibility"

*manager*





## Job description

<b>Job Title:</b>	<b>Fostering Connected Persons Manager</b>
<b>Location:</b>	<b>St Martins Place, Slough</b>
<b>Responsible To:</b>	<b>Head of Service</b>
<b>Salary:</b>	£43,757-£48,536 (+ £908 local weighting and £2,000 market supplement)

If you're looking for a challenging yet rewarding role, one where you'll be supported every step of the way, Slough Children's Services Trust could be the place for you.

As only the second such Trust to be set up in the country, we're on a journey to turn around children's services in Slough from the low base we started on two years ago to one where children, young people and families experience a more complete and responsive service. We have redesigned the service offered to children and young people by moving away from conventional social work teams and are taking a more systemic approach involving smaller 'Hubs', each led by a Consultant Social Work Manager and made up of professionals from different disciplines. This new way of working is called Safe, Secure and Successful. It's effective and it's working.

It promises to be quite a journey and we'd love you to join us on it.

Are you passionate about making a positive and lasting difference to children and young people? If you like to think outside the box and work in an agile way, these are the qualities that make Slough Children's Services Trust an employer of choice.

If you're looking for a new challenge and want to be part of an exciting journey to turn children's services around in Slough then come and join us.

Slough is one of the most diverse places in the country outside of London and a great place to live or work. In fact it's the best place to live or work according to a survey by Glassdoor. Pleasant environments, above average salaries and a lower cost of living, mean an increased quality of life for employees. We're also one of the most accessible places to be, nestled on the corner of the M25, M4 and M40, and less than 20 minutes by train to Central London.

### Annual Leave Entitlement (1 Apr to 31 Mar)

Years' Service	Entitlement	Total inc public holidays
<2	25	33
2-5	29	37
>5	32	40

### Pension

The Trust uphold the Local Government Pension Scheme (LGPS).

### Mileage

The Trust reimburses all business mileage. We currently pay 45p per mile for the first 10,000 miles.

### Childcare

If you require childcare, Slough's Children's Centres provide a range of childcare services. The Trust also provide Computershare childcare vouchers and staff may use them at the centres.





## Main Purpose

As the Fostering Connected Persons Manager you will manage a dedicated team undertaking the recruitment, assessment and support of Special Guardians, and Home from Home carers and training to all carers, ensuring the delivery of high quality assessments meets deadlines required, and carers are appropriately supported. You will work with the team to continually develop and improve the quality and efficiency of these assessments, and also provide line management to the Contact Service Manager.

## Main Accountabilities

- To work closely with the Head of Service to effectively manage a social work team within the Family Placement Services.
- To supervise and manage a staff team, including social workers and other social work staff.
- To maintain the agency's high standards, in order to promote positive outcomes for children and young people, and ensure that social work and carer practice continues to achieve high grades in Ofsted inspections.
- To take responsibility for ensuring that the agency's policies and procedures are properly implemented and monitored by social workers and that agency practice complies with UK legislation and the UK National Minimum Standards.
- To work within financial budgets (determined by the Board) and promote good practice and placement stability, to ensure the continuing security of the company.
- To ensure that all checks and references are in place that comply with.
- Fostering Services Regulations, Care Planning and Special Guardianship Regulations, and current good practice.
- To work closely with the Head of Service to establish and maintain relationships with partner agencies, and contribute to planning and developing the service in line with customers' changing needs.
- To represent and promote the agency.
- To promote learning and development in the workforce and contribute to the development and delivery of training across the workforce.
- To ensure that the agency's health and safety policies are carried out.
- To work closely with the Head of Service, Fostering Panel Chair and Panel Administrator to create fostering and internal Permanency Panel schedules.
- To attend Panel where required.
- To contribute towards the development and review of the agency's policies and procedures.
- To deputise for the Head of Service as required and agreed.
- To keep abreast of developments in the field of foster care.
- Other tasks relating to the management and running of a first class fostering service.



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## You will have

- Previous experience of recruiting. Assessing and/or supporting families.
- A good knowledge of the Special Guardianship assessment process.
- A confident decision maker.
- An excellent communicator with the ability to form strong working relationships both internally and externally.
- An excellent eye for detail.
- The ability to supervise others in the quality assurance of Special Guardianship and Home from Home assessments.



## Person specification

Competency	No		Essential/ Desirable
<b>Experience and Knowledge</b>	1.1	Substantial experience of providing services for looked after children.	E
	1.2	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 looked after children.	E
	1.3	Comprehensive knowledge of legislation, regulations, guidance and standards that relate to the provision of fostering and Special Guardianship services for children in England.	E
	1.4	An understanding of the role of independent fostering providers, their relationships with local authorities and the market environment in which they operate.	E
	1.5	Experience of managing a social work service.	E
	1.6	Experience of managing budgets.	D
<b>Skills and Abilities</b>	2.1	Excellent written and verbal communication skills and the ability to liaise effectively within a multi-disciplinary team.	E
	2.2	Proven ability to manage and supervise staff.	E
	2.3	Able to use Microsoft Office packages, including Word, Excel and PowerPoint.	E
	2.4	Ability to communicate effectively on a range of levels.	E
	2.5	Ability to build and sustain positive professional relationships.	E
	2.6	Ability to direct and lead.	E
	2.7	Evidence of developing a social work service.	E





<b>Qualifications and Training</b>	3.1	DipSW, CQSW, CSS or equivalent with significant post qualification experience.	E
	3.2	The commitment and capacity to complete an appropriate management qualification.	E
<b>Other Requirements</b>	4.1	An understanding of and commitment to equal opportunities.	E
	4.2	Willingness to work flexible hours.	E
	4.3	A commitment to developing the agency as a successful, ethical business within the not for profit sector.	E
	4.4	Willingness to work flexibly as part of the Family Placement Service management team	E
	4.5	Full driving licence.	E

