



## **Fostering Support Team Leader - Fostering Support Team**

**Salary:** Band 12, £52,412 to £56,759 per annum

**Hours:** 37 hours per week

**Reports to:** Service Leader, Fostering Support

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Portsmouth City Council is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

A DBS Disclosure at Enhanced level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974. Every post is subject to PCC safer recruitment procedures.

### **Why would you come to work at Portsmouth**

Social work matters in Portsmouth. Portsmouth City Council continues to invest in children's social care, with a strong focus on learning, reflective practice and high-support supervision. We are committed to developing a learning culture, practical and emotional support for our workforce, and joined-up working with partners and the university sector. Our service is dynamic, with children, families, carers and staff contributing to service design and delivery. We are committed to transparent and timely interventions and aspire to outstanding social work practice.

### **The Service**

Children's Social Care provides social work interventions to children in need (including children with disabilities and those subject to protection plans), and children we care for and care experienced. It is the responsibility of Children's Social Care to offer a range of options for children who need homes outside their families, including fostering, residential care, and connected carers arrangements.

Our Fostering Support Team sits within the wider Children We Care For service.

### **What is this role**

To provide day-to-day leadership and management of the Fostering Support Team, ensuring the delivery of a high-quality, child-centred programme of supervision and support to foster carers, and ensuring practice meets statutory requirements, fostering regulations and National Minimum Standards. As a team leader in fostering support, you will work closely with colleagues in Kinship, Adoption, Fostering Recruitment, and Home Finding & Commissioning, providing support and cover for each other when necessary.

### **The Team Leader is accountable for:**

#### Leadership & team development

- Lead, motivate and develop a team of supervising social workers (and relevant support staff), promoting a learning culture and high professional standards.

- Provide regular, high-quality management oversight and reflective supervision, ensuring staff are supported and appropriately challenged.
- Promote staff wellbeing, retention, safe workloads, and continuous professional development.

#### Performance management & practice oversight

- Allocate and manage work effectively, monitoring performance, timeliness and quality of casework and carer supervision.
- Use management information to track service demand, compliance and outcomes (eg supervision frequency, annual reviews, training completion, placement stability, allegations/concerns patterns), and take action where performance slips.

#### Foster carer support, supervision & development

- Ensure foster carers receive the support and supervision they need to meet children's needs and promote stability, including access to out-of-hours support arrangements.
- Ensure supervising social work practice is purposeful and recorded, including clear expectations for supervision, support, unannounced visits and follow-up actions where needed.
- Oversee carers' learning and development, and access to training aligned to foster care learning and development expectations.

#### Assessments, reviews and panel readiness

- Ensure timely, high-quality assessment and review activity relating to approved foster carers, including scrutiny and sign-off of reports to required standards and timescales.
- Support preparation of cases for Fostering Panel and any other relevant decision-making forums, ensuring clear analysis and evidence.

#### Quality assurance & continuous improvement

- Ensure a robust QA approach: auditing, learning from feedback and complaints, tracking themes, and implementing improvement actions.
- Ensure practice and records are inspection-ready and evidence children's experiences, progress and safety.

#### Safeguarding and risk management

- Ensure prompt, proportionate responses to safeguarding concerns, allegations or standards of care issues, working closely with relevant partners and internal safeguarding processes.
- Ensure staff and carers understand and comply with safeguarding expectations and that learning from safeguarding activity is embedded into practice and training.

#### Partnership and multi-agency working

- Work collaboratively with children's social workers, health, education, police, housing and the voluntary/community sector to support carers and improve outcomes for children.
- Communicate directly with carers and service users as appropriate, modelling respectful, strengths-based engagement and problem solving.

### Resources & budget

- Work within delegated resources; contribute to budget awareness and value for money through careful management of support packages and service activity (within local governance and decision-making protocols).

### Leadership behaviour

- Lead by example with integrity, equity and ambition; promote equal access and anti-discriminatory practice and build positive working relationships across teams and partners.

### **Who is the person?**

An experienced and motivated social worker with proven leadership capability (or clear potential) who understands the role of fostering support and supervision in improving children's outcomes and placement stability.

You will be an inspirational and credible leader who can:

- create a positive team culture
- combine support with appropriate professional challenge
- demonstrate sound judgement and decision making
- use data and feedback to improve performance and outcomes

You will have excellent organisational and communication skills, be curious and analytical, and demonstrate a "can do" attitude with a strong commitment to children's wellbeing and to supporting foster carers.

### **You need to have**

Essential Skills & Experience:

- Hold a DipSW / Degree / MSc in Social Work and be registered with Social Work England.
- Have substantial post-qualifying experience in children's social care, including children we care for (looked after children) and fostering.
- Demonstrate experience of leading practice, including providing (or overseeing) high-quality reflective supervision and performance oversight.
- Evidence strong knowledge of the fostering legislative and standards framework, including the Fostering Services (England) Regulations 2011 and National Minimum Standards, and the ability to apply these in day-to-day management and QA.
- Demonstrate ability to plan, prioritise, coordinate and influence others; manage competing demands and make proportionate risk-based decisions.
- Have experience of quality assuring social work reports/records and using audit and learning to improve practice.
- Be able to translate strategic priorities into operational plans and measurable improvement activity.



- Have strong IT, written and analytical skills to maintain accurate records and use performance information effectively.

### **General Data Protection Regulation (GDPR)**

Portsmouth City Council is the Data Controller of any personal information you provide when applying for a job. It will only be used in connection with the recruitment process and will not be kept for longer than necessary. For more detailed information you can access the Data Protection Privacy Notice on our [careers portal](#).

**You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.**