

Service Leader - Fostering Support

Salary: Band 13, £60,906 to £68,200 per annum.

Hours: 37 hours per week

Contract: Permanent

Reports to: Head of Service

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. It is also committed to promoting quality childcare across the city that works to improve outcomes for children.

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 Portsmouth City Council and Portsmouth Safeguarding Children's Partnership safer recruitment procedures.

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 looked after and care experienced young people.

As a service we take pride in our work by valuing others, focusing on what's important so that we make a real and positive difference. Our values are outlined in our ways of working and our guiding principles alongside our values for children's social care and if they reflect how you are and how you work then this could be the role that meets your expectations of social work. Portsmouth have recently received a "Good" Ofsted rating which reflects the excellent work we do with children and families in the city.

The role

As Service Leader for Foster Care Support, you will work closely with the Service Leader for Kinship, Adoption & Fostering Recruitment, providing support and cover for each other when necessary.

You will oversee, manage, and have responsibility for the following:

- The Fostering Support Team who are responsible for the supervision and support of all foster carers. The team works closely with the children's social workers identifying any issues relating to the carer that may impact on placement stability and ensuring support is in place.

- The Fostering Panel which is responsible for quality assuring all new foster carers, and review carers first year annual review. The panel also reviews any carers subject to a safeguarding issues and allegations regarding their care, as well as other areas of good practice.
- In Portsmouth we have the Mockingbird Model of Care. We have five hubs each with up to ten foster family constellations.
- Staying put carers where foster carers offer children who have been living with them stay beyond 18 years old.

Main duties and responsibilities

You will:

- Lead a service of team leaders, social workers, and other staff.
- Meet and work within the agency deadlines and timescales to ensure the efficient running of the service.
- Provide analytical reports when required.
- Ensure all statutory requirements are met and delivered to a high standard.
- Respect confidentiality and adhere to the confidentiality policy.
- Lead quality assurance activity, which will include service audits and regulatory inspections.
- Ensure all team requirements are met regarding workforce development; performance management; supervision and appraisal; compliance with statutory guidance and local policies and procedures; quality improvements; and budget management.
- Supervise team leaders and assist with complex decision making processes about social work intervention and safeguarding.
- Work closely and collaboratively with other managers in the service and a range of partner agencies.
- Work creatively and flexibly within the resources available, ensuring standards and best practice are applied.
- Work with a high level of autonomy and will be expected to resolve conflict and respond restoratively to complaints.
- Model and promote a restorative, strengths based approach to work.

Who is the Person

You will need to:

- Have a recognised professional qualification in social work (Social Work Diploma/Degree/MSc or equivalent) and be registered with Social Work England.
- Have substantial post qualification experience in social work with children and families. This will include fostering experience. This will include management experience at least at a team leader/manager level.

- Be a confident and inspirational leader, motivated to further shape and develop practice in Portsmouth.
- Have knowledge of statutory procedures and local standards/processes to inform good practice.
- Be able to take responsibility for own learning and evidence effective professional development.
- Be curious and creative and above all have a 'can do' attitude. You will be able to work as part of a team and ensure that practice contributes to strategic priorities.
- Demonstrate a level of authority and to be able to support, challenge and scrutinise professional practice.
- Contribute to the process of staff development through coaching and mentoring.
- Have the skills to develop strong relationships, working in a relational way where person-centered values and restoring relationships are at the heart of all your activities.
- Have excellent organisational, communication (written/verbal), IT, and financial skills.
- Demonstrate a healthy curiosity in all you do.
- Manage stress and assist others in developing strategies for prioritising work and balancing competing demands/pressures in which to achieve good outcomes for children.
- Have good working knowledge and be able to practice anti-discriminatory practice, addressing equality of opportunity issues.

Ideally you will:

- Have experience in fostering.

General Data Protection Regulation (GDPR)

As part of any recruitment process, Portsmouth City Council collects and processes personal data relating to job applicants. Portsmouth City Council is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations under the General Data Protection Regulations (GDPR).

Completing and sending an application in for a vacancy is your consent for us to process your data for the purpose of recruitment. Your data is not used in any other way and you can withdraw your consent at any point in the recruitment process and we will destroy or delete your information.

For more detailed information on what we collect, how we use, store, delete data and your rights you can access a privacy statement on our Job board.

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