

Children's Support Worker/ Children's Champion

Job Description

1. **Context**

Family Fostering recruits foster carers for children in local authority care and supports foster carers to develop their skills and knowledge to care appropriately for these children. The aim is to recruit foster carers from a diverse range of backgrounds to bring back a sense of family and cohesion to their journey through foster care.

Family Fostering matches children and young people to these carers once approved. It is our aim to create the best placement for these young people, to create safe and loving homes to enable young people to recover from trauma, form new relationships, achieve their potential and recognising their own worth.

2. **Job Purpose**

Family Fostering employs a dedicated Children's Champion whose role is to advocate for and communicate with our looked after children; to let their voices be heard whether that is to improve our service or let their achievements be known, as well as help them to develop as individuals through a range of providing 1:1 workshops, training, information sharing, out of school activities (where both looked after and foster family birth children are welcome).

The Children's Champion will help them think things through and learn how to explain their own views. They will also help them understand meetings, discussions and making decisions and how they may affect them – challenging decisions or helping them make a complaint if need be.

This role will involve supporting children/young people and their foster carers to achieve and maintain stability in their placements. It will also involve organising and understanding regular consultations with looked after children and young people to ensure they are being listened to and that their views influence service delivery and development. Another aspect of the role will be ensuring young people changing placement or leaving care are equipped and practically supported towards independence. We view this role as contributing significantly to improving the life chances and outcomes for children and young people who are placed with Family Fostering.

3. **Main Duties and Responsibilities**

- Undertake a range of duties as 'Children's Champion' for a group of children and young people who are placed with Family Fostering.
- To be a member of Family Fostering support staff and assist in the everyday support of care, education and individual needs of children and young people in foster placements.
- To contribute to the efficient and effective running of the operational team, primarily by helping provide a supportive relationship to children and young people placed with our carers to ensure they feel secure, stable and safe within their foster family and are being provided with opportunities to achieve their full potential.
- To promote the educational development of all young people and attend all their Personal Education Plan meetings at the child's school.
- To develop and maintain good working relationships with parents and other family members, social workers, school staff and other professionals with a concern for the children's and young person's needs such as; GP's or psychologists.
- To ensure that the children and young people carry as much responsibility for their own lives as they can reasonably and demonstratively be expected to carry, keeping them informed of their circumstances and rights – involving them in planning their lives, supporting and helping them towards taking greater control and responsibility.
- To maintain high standards in child care and to be flexible in adapting to meet the children's needs.
- To maintain professional knowledge and skills through training, reading and reflective supervision.
- To report to the Registered Manager or the Service Manager in the event of awareness of bad practice.
- To attend supervision with their line manager and follow a personal development plan to ensure continuous professional development.
- To supervise contact between children and their parents.
- To undertake one to one sessions with Children /Young People as a befriender or mentor and advisor.
- Talk with and listen to young people, be alert to signs of distress or abuse and ensure young people are monitored and protected.
- To safeguard and promote the welfare of the children and young people placed with Family Fostering.
- To develop monthly newsletters to carers and liaise with carers for individual articles

and or thoughts

- To plan, implement and participate in a programme of activities which take account of individual and group needs and to participate in the review and evaluation of the programme
- To ensure that all activities are risk assessed
- To facilitate Support Groups for both LAC and birth children across the agency.
- To work closely with the Supervising Social Worker to deliver targeted support work to young people or the foster carer pre and post approval
- To provide day care for foster carers during the day, evening and weekends as required.
- To transport Children / Young People to therapy sessions, contact, activity holidays or for educational assistance when the carers are unable to do so.
- To supervise contact between foster children and their families.
- To work in accordance with the professional practice, statutory and legal requirements and the policies of Family Fostering.
- To take on specific tasks related to the day to day administration and organisation of the support work undertaken.

Children's Champion – Job Description

Note to Applicant: When completing your application form you should demonstrate the extent to which you have the necessary education, experience, knowledge and skills identified for the post.

Experience and Qualifications			
Criteria	Essential (E) /Desirable (D)	Shortlist criteria	Evidenced in
Applicants will have experience of working with children and young people and preferably have worked within independent, voluntary or statutory provision.	E	✓	Application Form
A knowledge of the circumstances and needs of children and young people in care, which may include direct experience of having been in care, would be helpful but is not essential.	D	✓	Application Form
Good organisational and time management skills, confident and have the ability to build strong relationships with young people, key individuals and organisations.	E		Interview

Applicant holds a full UK Driving License and own transport.	E	✓	Application Form
The successful applicant will be expected to undertake training and development necessary for the post.	E		Interview
Flexibility will be needed to cover work with children/young people and foster carers.	E		Interview
Essentially, the applicant must be an excellent role model for children and young people.	E		Interview
Knowledge			
Criteria	Essential (E) /Desirable (D)	Shortlist criteria	Evidenced in
An appreciation of the effect of separation and loss on children.	E		Interview
Awareness of the richness of diverse kinds of families and their potential for meeting children's needs.	D		Interview
An understanding of the Regulations and National Minimum Standards, and a motivation to ensure these are met for the children and young people they support.	D		Interview
An understanding of the Children Act 1989 and the relevant laws/regulations underpinning fostering.	E		Interview
Abilities			
Criteria	Essential (E) /Desirable (D)	Shortlist criteria	Evidenced in
The authority and competence to operate as a support worker, in accordance with regulations, guidance and policies and procedures of the agency.	E		Interview
Excellent interpersonal and listening skills.	E		Interview
The ability to communicate well and clearly both orally and in writing.	E	✓	Application
The ability to identify key issues and possible solutions and to communicate these clearly.	E		Interview
The ability to facilitate the active participation of all children and young	E		Interview

people placed with Family Fostering.			
Attitudes			
Criteria	Essential (E) /Desirable (D)	Shortlist criteria	Evidenced in
A commitment to ensure that the best possible Every Child Matters outcomes are achieved for children looked after.	E		Interview
A commitment to ensure children and young people are happy and well supported in their placements.	E		Interview
A valuing of diversity in relation to issues of ethnicity, religion, gender, disability and sexual orientation.	E		Interview
An understanding of and a commitment to the need for confidentiality.	E		Interview
A willingness to increase knowledge and understanding of issues through training, reading, discussion and supervision.	E		Interview