



'Fostering Xtra' Project

Job Description /Person Specification for Fostering Xtra Carers

(to be read in conjunction with 'Core Competencies for Foster Carers')

The purpose of the project is to place children and young people aged 10+ who have complex needs, and/or very challenging behaviour, within their local community where that is deemed to promote their best interests. The placements within the Fostering Xtra project will be time-limited and goal-orientated with a view to returning the child/young person to their families wherever possible, or into independent living where applicable. A comprehensive package of support will be individually assessed and provided for the child/young person, his/her birth family, and the foster family to enable the aims and objectives of the Care Plan to be achieved.

JOB DESCRIPTION

1. To provide safe and stable foster placements for children and young people who have been identified as meeting the criteria for the project's placements
2. To respect and pro-actively support the child/young person's links with their family where appropriate, and other significant people in the child's network
3. To work in partnership with social care staff, and professionals from other agencies, such as health and education, in meeting the assessed needs of the child/young person
4. To participate fully in the Care Plan objectives, taking responsibility for specific tasks as agreed with the allocated social worker
5. To maintain legible, accurate and objective recording about the child in placement, and to produce written reports about his/her progress as required
6. To actively participate in regular weekly supervision with their allocated link worker in the Placement service, and at other times as required by the needs of the placement
7. To attend all relevant post-approval training as identified through the supervision process, to have a reflective approach to learning, and to apply learnt skills and knowledge to their practice
8. To attend and actively contribute to the peer/support group for the Fostering Xtra group of carers, with a minimum of 75% attendance per calendar year

END

Fostering Xtra Project

PERSON SPECIFICATION

Qualifications	Essential	Desirable
<ul style="list-style-type: none"> • Has a child-care related qualification eg NVQ 3 'Working with Children and young people', or evidence of recent training in childcare related field. • Counselling skills/qualification 		<p style="text-align: center;">√</p> <p style="text-align: center;">√</p>
<p>Experience</p> <ul style="list-style-type: none"> • Minimum of 3 years experience as an approved foster carer or significant relevant experience in a related child-focused environment such as youth work, residential childcare, teaching. • Experience of children/young people who have complex needs and/or very challenging behaviour • Experience of working with professionals from different agencies, such as social services, health and education • Ability to demonstrate a high level of focus and commitment to seeing 'projects' through to the end 	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p>	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p>
<p>Knowledge and skills</p> <ul style="list-style-type: none"> • Knowledge of child developmental stages • Knowledge of attachment issues • The ability to communicate effectively in English (both orally and in writing) • Basic computer literacy skills • Ability to provide accurate and objective written reports about the child's progress as required. • Ability to share information appropriately, and respect the issues of confidentiality for the child and family • Ability to make effective use of the support offered by the Fostering Service, such as training opportunities, individual supervision, and peer group support • Ability to work effectively as part of a team in ensuring that the assessed needs of the child are met • Ability to demonstrate an awareness and understanding of equal opportunities, and the importance of working with families in a non-judgemental and anti-discriminatory way • Able to work on own initiative and make informed decisions where appropriate • Good communication skills, including dealing positively with conflict, and giving feedback to the child/yp and other professionals • Good organisational skills 	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p>	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p>

Competencies:

- Developing Self – evidence of commitment to furthering professional skills and knowledge via self-study, attending learning events provided by the Placement Service or relevant agencies, and regular attendance at peer support groups
- Developing Others – ability and commitment to pro-actively participate in the child's Care Plan, by supporting and motivating the child/young person to enable him/her to reach their full potential.

Aptitude – essential aspects:

- Large quantities of energy, patience, empathy, optimism and resilience
- A good sense of humour
- Ability to provide firm boundaries, in a warm and nurturing way
- Must give a high priority to the child/young person's education (both academic, and activity-based)
- Ability to seek support from the appropriate sources as required
- Must demonstrate a willingness to apply theory to practice in managing issues and behaviours for the children/young people that the carers find challenging

Other requirements of this post:

- Applicants must be aged over 25
- The main carer, (or one of the approved carers in a couple) will not have any other paid employment, and must be contactable at all times for the child/young person and other professionals working with him/her.
- A bedroom must be available for the fostered child/young person only
- Access to/use of a car, with full driving licence (please note, where this is not possible, you will be expected to escort children and young people to their education/health/therapy/contact appointments in accordance with the Care Plan, using bus/train systems as a first option, and taxi's as a last option). Travel expenses will be reimbursed in accordance with the agreed tasks for the carer within the Placement Planning Meeting and Care Plan.
- The carer will be self-employed, and will therefore be responsible for ensuring that their tax and National Insurance contributions are paid in line with the current legislation.

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