



# Community Foster Care

## **Social Workers – Join our crew**

We are searching for new talented inspired people to join our crew. As a small community focused fostering charity, exciting things are happening, and we're look for new crew members to join our expedition. We're propelled by our values and our belief to explore new ways to realise young people's potential and achieve our mission.

We currently have posts for:

### **Supervising Social Workers or Senior Supervising Social Workers**

In Gloucester and Royal Wootton Bassett.

£27 900 - £36 000 plus car allowance and other benefits

Read on to find out more about this exciting charity opportunity.

Please note: We employ robust and thorough safer recruitment procedures.

<http://www.communityfostercare.co.uk/> **01452 849301**

## Supervising Social Worker candidate pack April 2019

### Welcome

We're looking to attract talented inspired social work professionals to join our crew and help us to achieve our vital mission.

This candidate pack should provide you with more information about our organisation and the job role. CFC is a charity that supports innovation and creative thinking, although we are a small agency we have big ambitions and we are resolute in our approach to ensuring that the children we look after realise their full potential.

A culture of critical reflection and appropriate challenge between all employees is actively promoted in CFC. CFC is enthusiastic about providing access to high quality training and on-going support to ensure that everyone has the opportunity to reach their potential. We are looking to engage individuals who will take responsibility for their own learning and have a desire to continually improve practice to get things right for our children. We want people from all communities and backgrounds working with us who bring fresh ideas and who are willing to develop and engage in critical reflection as a means of developing practice.

We would welcome applications from newly qualified workers as well as social workers with more experience; what matters is that we engage people who believe in and live our values. We need people who are tenacious and are all about achieving positive outcomes for our children.

### Message from Mark Kingston CEO



Community Foster Care is proud of its history and excited about the future. I joined CFC in January 2018. I was fundamentally attracted to CFC's Charity status, it's talented people, a unique Social Enterprise approach and community values.

Over the last year the Senior Leadership Team has developed an exciting strategy to build our capacity to achieve our mission. We have been busy putting in place the foundations necessary to ensure this is successful. We have consulted widely in defining the Charity's Vision, Mission and Values (see below) and these will be guiding principles in all our interventions moving forward.

We believe that diversity is key to our commitment to develop our creativity. We are committed to developing the charity by engaging people from all backgrounds and communities. We believe that this will provide significant benefits bringing different ideas and opinions and developing our ability to explore new communities.

We are passionate about promoting the professionalism of social work and are committed to enabling practitioners to be proud of their profession and their contribution to it. As a charity we define the development of practice in terms of exploration, rather than as experts. We are committed to actively developing a culture of creativity and critical reflection as we see these as essential features in enabling the exploration of practice to achieve our mission.

### Head Office Move

One element of our strategy is to move our head office back in to the city of Gloucester. We are in advance stages of agreeing a new office location in the city, with parking. We are working hard to

ensure we provide a newly designed efficient and effective work base, which is also accessible to young people and foster carers.

### **This is who we are**

In 1989 CFC's founders had an idea to do things differently, challenging the status quo around foster care recruitment and provision. Through an innovative and creative approach, CFC sought foster carers from the harder to reach groups, workers immersed themselves in the local communities and challenged the existing ideas about who can foster. The aim was to support communities, provide local foster families for local children, working in areas of economic deprivation providing employment and improving skills. We are proud of our heritage. We are courageous to take risks in fulfilling our belief in the potential of others, we celebrate our achievements and we learn from our mistakes.

Our charitable status is very important to us, we take our responsibilities to support the communities in which we work very seriously. We are committed to reinvesting any surplus back into supporting the children we look after, their families and the communities in which they live.

Ofsted said:

*"The staff are highly motivated, very child-focused and passionate about their work."*

Read our Ofsted Reports for the South [here](#) and for the North [here](#)

At CFC we are fiercely committed to our mission and values and we are tenacious in seeking the very best for the children in our care. As well as our excellent Supervising Social Workers, we have a team of Placement Support Workers and Child Psychotherapists. CFC provides a range of engaging activities and opportunities for young people and is successful in promoting their voice. In addition to providing a standard placement, we have a range of other services such as life story work or therapeutic consultations. We also provide other children's services such as a Youth Service in Bradford on Avon and a Family Group Conference Service in North Somerset. These are delivered under the banner of Community Family Care. See our website for more information.

Through our talented workforce we seek to work collaboratively to achieve our mission.

### **Our Conditions and benefits...**

- Commitment to values
- Very visible and accessible senior management support
- Manageable and balanced case loads
- Annual appraisal and personal learning development plan and excellent training
- Regular, quality supervision and support
- Access to clinical supervision/consultation from a child psychotherapist
- Flexible working arrangements – to suit you and the charity
- Competitive salary
- 30 days annual leave for all staff (pro rata), plus bank holidays
- Car allowance and free parking at all CFC office locations
- Membership of [Perkbox](#), for all staff
- Commitment to making work fun, engaging and rewarding.

**Come and join us on our voyage, whilst we explore new ways to achieve our mission.**



**Our values drive our approach to our work, our reason for being and the way in which we work with children, families and communities. These values will build our community culture and guide us in achieving our mission.**

**Integrity**

We work to achieve the highest standards in the pursuit of excellence.  
 We believe that relationships built on integrity and trust with all, are a fundamental foundation of our work.  
 We are committed to working in partnership with all to enhance the quality of life for all.  
 We are passionate about treating everyone with integrity and respect.

**Courage**

We will always stand up for what we believe is right for children and families.  
 We will remain strong in our belief in the potential of all people.  
 We will embrace challenge and critical reflection in the pursuit of developing practice, continuous learning and innovation.

**Creative**

We believe diverse teams are more effective at working together to find solutions.  
 We recognise that to be creative, to grow and to innovate, we must have the courage to also fail.  
 We believe that creativity is essential to our future success and therefore must be nurtured and valued.

**Community Commitment**

We are committed to building long-term relationships and investing within the communities we serve.  
 We value difference and believe diversity enhances how we work.  
 A key purpose of our work is to enable children and young people to contribute as proud citizens of their communities.

**Tenacity**

We are personally accountable for the goals we set.  
 We will go above and beyond in the pursuit of children and young people's dreams and ambitions.  
 We believe in sticking by children and young people. This is a vital ingredient in our practice and demonstrates our belief in them.  
 We understand our work is challenging and will test us. We believe that by working together as a Charity, our commitment and tenacity will allow us to deliver our goals and realise dreams.

**Ambition**

We understand our responsibilities in enabling children to have and realise their dreams.  
 We understand that being ambitious for children and young people means releasing their potential and their own self-belief.  
 Our ambition to provide young people with the best opportunity to make valuable contributions to their community and to have happy fulfilling lives means that we will put their needs first, even in the most testing circumstances.

This is what our team says...



### Experienced Practitioner

My name is Rebecca, I joined Community Foster Care six months ago and work in Lancaster as their supervising Social worker. I qualified as a Social Worker in 2010 but spent some time working with homeless adults and then young people in residential care before securing a job working for the Local Authority. I worked for the council for over four years in the child protection team having thought for years this was a team I wanted to avoid! I enjoyed the role but struggled with the long hours, time spent travelling and weekend working whilst having a family. I moved to a Local Authority closer to home and worked there for 6 months. I continued to struggle with home life balance and the increasing demands of the role but planned to stay there as long as I could and undertake the practice educator course with a view to progress to advanced practitioner. I wasn't seriously looking for other roles but was emailed the job with Community Foster Care and instantly knew I wanted to be part of the team. Their ethos and values for me are the reasons I wanted to be a Social Worker "Improving the life chances of children in our care".

The fact that CFC is a non-profit charity working with carers and young people was a big incentive for me. After working in the council and seeing decisions about children's lives being influenced by the availability or lack of funding, I was eager to work somewhere where getting it right for children and young people is at the heart of what we do. AT CFC we ensure that every child and young person is respected as an individual and is supported in meeting their needs and achieving their aspirations and potential. We strongly believe that children and young people should have the right to make decisions regarding their own lives, as appropriate to their age and understanding and we support them in this, we liaise with their Social workers, include them in direct work and consultations and support their carers to advocate on their behalf.

I love the variety that this role has brought me, every day is different – you can be recruiting or assessing one day, doing direct work with children another, planning events and activity days or making placements. My manager has offered flexibility and home working which has meant that I now have a home/life balance but one that is possible whilst providing consistent support for our carers and young people- our Ofsted Report is the proof in the pudding when it comes to what our carers say about us and the support we deliver!

I have been here for 6 months now and I have never looked back, it is certainly the best decision I ever made! I met with Ofsted shortly after joining the team and told them why I wanted to join the agency, they asked if my initial hopes for working for CFC had been fulfilled "Is it as you thought it would be?" and my answer is "yes!" We work with carers, children and young people and strive to get it right, from reading the first referral right through to when (or if) they move on. We offer the 24 hour support we promise and the best thing about it....we love what we do!!





### **Came to CFC as a newly qualified Practitioner**

My name is Loren, in March 2015, I completed my 100-day placement at Community Foster Care as Social Work Student and successfully graduated from the University of Cumbria in July 2015. Towards the end of my placement, a Supervising Social Worker position for the North Team became available and I simply could not pass on this wonderful opportunity. I submitted my application, attended an interview and was offered a permanent job with the North Team which I was extremely happy about.

One of the common messages that was given to students during my time at university was “you need a statutory placement to gain social work experience” or “you can only practice social work in the Local Authority”. I cannot stress enough that this is not the case. At Community Foster Care you practice social work every day and have ‘statutory’ requirements in order to safeguard vulnerable children. As an agency, we work closely with Local Authorities daily which involves daily phone calls, emails and attending multi-disciplinary meetings. Working for Community Foster Care provides you with an insight into how the child care system works with the added benefit of having a small and supportive team around you. Working with Community Foster Care is like being a part of a close-knit family. Everybody helps each other out, and that includes the staff, management, as well as the foster carers and children. There is most definitely a mutual respect between the team, the management staff are always available to help you and provide advice both to social workers, support workers and foster carers. In my opinion, without a supportive management team around you, social work and the responsibilities that come with it do become a bigger challenge.

Community Foster Care is a fantastic agency to work with. One of our strongest qualities is how we all aim to get things right for children and we do ‘fight’ for the right outcome for each individual child. We all care about all the children, foster carers and their families and aim to support them fully – they are not seen as a ‘case load’ to us and we do have positive relationships them all. As we are a small agency, we have the time to be creative in how we work with people, we take on board new ideas to improve the service we provide from both foster carers and young people. One valued member of our team is Vicky Blackwell, a qualified child psychotherapist who provides training and 1:1 support to both social workers and foster carers in order to provide a therapeutic understanding around children’s behaviours and how we can best manage this. I personally can say Vicky has developed my understanding of providing therapeutic care for children which has led to me providing thorough support to the foster carers.

Every day at Community Foster Care is different and we are all very passionate at providing the best support and care to foster carers and the children they care for. Every day is really rewarding and although social work does have its ‘up and down’ days we all try to see the positives in each situation and end any tough day on a fun note! I thoroughly enjoy my job and the team I work alongside, and I am very happy I chose to start my social worker career with Community Foster Care.



### **Senior Supervising Social Worker**

My name is Kelly, and I joined Community Foster Care in July 2017. I am the supervising social worker for our foster carers within Swindon and Wiltshire. I qualified from the University of Glamorgan in 2013 and completed my placements within an adults with Learning Disabilities Team and within a private fostering agency. It was within the private fostering agency that I learnt that my dream job would be to be a supervising social worker. I worked with the Local Authority for over 3 years and felt that by the end of this, I wished to take back control of my life and have a work and life balance which I was unable to have as a Social Worker. The vacancy within Community Foster Care appealed to me as it was a charity that did a lot of good work. I was impressed by the people that interviewed me and their passion for their carers and young people within the agency. I felt that the agency had a close family feel and would strive to advocate for their young people and their foster carers.

Community Foster Care has enabled me to work in a place where people care about each other and will make the time to put in extra efforts and go that extra mile. We can be creative and plan activities for the young people and foster carers. I feel that as an agency, we listen to our foster carers and their ideas and see what can be implemented so that we work together as a team. Through this role, I have been allowed to take on extra projects that would be beneficial to our foster carers and enable them to feel more supported as well as listened to.

I am very happy that I chose to apply for Community Foster Care and feel grateful that they chose me to work with them and be a part of their team.

### **Available roles**

- Full time (Maternity Cover – 12 months) Supervising Social Worker or Senior Supervising Social Worker (depending on experience) based at Royal Wotton Bassett.
- Full time or 30hr Supervising Social Worker or Senior Supervising Social Worker (depending on experience) based at Gloucester

If you're interested in finding out more, please contact:

Lyn Taylor – Registered Manager (South) [LynT@communityfostercare.co.uk](mailto:LynT@communityfostercare.co.uk) or call 01452 849301

We plan to hold interviews on the 15<sup>th</sup> May 2019. Location tbc. Please keep this date available.

For an application pack please visit:

<http://www.communityfostercare.co.uk/about-us/job-vacancies>