

## **Job Profile Information: Independent Reviewing Officer for Foster Carers Review**

**This supplementary information for Independent Reviewing Officer for Foster Carers Review is for guidance for Job Level 4 Zone 2**

### **Camden Way Category 4**

**It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.**

#### **Role Purpose:**

- Monitor and review the quality and effectiveness of standards of care provided by the council's foster carers, in accordance with the legislation, statutory requirements, policy and procedures relating to the role, by chairing independent annual and ad hoc fostering review meetings.
- Identify strengths and gaps in the social work foster care assessment process and provision of support offered to carers. Identify practice that is not delivering good outcomes and constructively challenge, informally and formally to improve practice.

#### **Example outcomes or objectives that this role will deliver:**

- To provide consistently good standards in the chairing of annual fostering review meetings and will be expected to develop effective liaison with Children's Fostering Team.
- Support the continual development of children's social care services by actively contributing to training, quality assurance activity and the implementation of new statutory requirements and guidance, as well as sharing learning from evidence-based practice and reviews in relation to fostering.
- To hold pre-meetings where necessary with foster carers, their birth children, and young people and other professionals where needed to ensure full, positive and effective contributions to the review process.
- To produce high quality review reports within expected timescales which contribute to the promotion of a high quality care service and ensure all necessary reports are received prior to the review meeting.

- Promote good quality child care practice and contribute to the monitoring and evaluation of the corporate responsibility to looked after children. To identify any gaps in the foster care assessment process or provision of service and suggest ways to address this.
- To develop consistency of practice and interpretation in the implementation of fostering regulations and good practice in the care of looked after children.
- Promote the participation of all parties in meetings, seeking and listening to their feedback to inform service development.
- Keep abreast of research and developments in work relating to fostering, to inform carers and relevant professionals.
- To ensure good practice that arises from fostering reviews is shared and promotes a learning environment.
- To ensure compliance with statutory obligations towards looked after children and young people who are leaving care, arising from DfE regulations and guidance.

**People Management Responsibilities:**

- Keep abreast of research and developments in work relating to fostering, to inform carers and relevant professionals.
- To ensure good practice that arises from fostering reviews is shared and promotes a learning environment.
- Provide an annual activity report analysing strengths and weaknesses and contributing solutions to the service improvements and assist in the collation of statistical information as required by Children's Services, the DfE and the local safeguarding partnership.
- Establish links with all relevant social work staff, teams and effective lines of communication. Providing consultation and advice on fostering procedures, policies and practice.

**Relationships;**

- Contribute towards the development of good practice guide for social workers, in relation to safeguarding children.
- Undertake specific investigations where this is needed for independent reviewing officers as determined by senior managers.
- Identify training needs and contribute to multi- disciplinary training. Assist the Service Manager in co-ordination, and monitoring of children subject to looked after children care plans.

**Work Environment:**

- Office Based
- Foster Carer's Homes

**Technical Knowledge and Experience:**

- To be fully conversant with relevant statutory provisions and the council's constitution, processes and procedures: to develop the full range of managerial and professional skills and knowledge to satisfy the requirements of the post.
- To establish and develop effective working relationships and productive partnerships with all the relevant partners and stakeholders as required to facilitate the development of standards and practice in work relating to children subject to looked after children care plans.
- All staff working in the department have a responsibility for promoting and supporting the council's policies and procedures for safeguarding. You should ensure that you carry out your duties in a way that ensures the safeguarding and welfare of service users.
- Social Work Qualification and Registration with Social Work England

## **Camden Way Five Ways of Working**

*In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.*

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility