Fostering Panel Member’s Job Description and Person Specification

JOB DESCRIPTION

- To read the circulated papers carefully before the meeting and to attend the meeting prepared to raise issues and to contribute to the Panel discussion
- To take responsibility for participating in the making of a recommendation, on each case, and drawing on both personal and professional knowledge and experience
- To attend at least 75 per cent of meetings of the Panel
- To be prepared to attend additional Panels if possible, if requested
- To participate, with other Panel members, in advising on policy and procedural matters as required
- To address diversity issues and promote anti discriminatory practice
- To safeguard the confidentiality of all Panel papers and Panel discussions
- To participate in Panel induction and in Panel training, this will be at least one day per year
- To participate constructively in the annual review of their Panel membership, if this is an agency requirement

PERSON SPECIFICATION

Experience and qualifications

- Experience, either professionally or personally or both, of the placement of children in foster families, or of children being cared for away from their birth family, or of child development
- A social work qualification will be necessary for certain Panel members. One of the two social work members must have child care expertise and the other must have expertise in the provision of a fostering service
- A relevant qualification that demonstrates an ability to read complex information

Knowledge

- An appreciation of the effect of separation and loss on children
- Awareness of the richness of different kinds of families and their potential for meeting children’s needs
- Some understanding of the purpose and function of the Panel and of the agency which the Panel is serving, or a willingness to learn
Abilities
- Good listening and communication skills
- The ability to read, process and analyse large amounts of complex and sometimes distressing information
- The ability to make an assessment and to form a view, based on the written and verbal information presented to Panel, and the confidence to articulate this at Panel
- The ability to use personal and/or professional knowledge and experience to contribute to discussions and decision making in a balanced and informed manner
- The ability to work co-operatively as part of a multi-disciplinary team;
- The ability to attend at least 75 per cent of Panel meetings, arriving on time, and to attend at least one training day each year

Attitudes
- A commitment to keeping children within their own family or community where this is possible and to maintaining contact between children living in foster families and their birth families where this appears to be in the child's best interest
- A commitment to fostering as a way of meeting a child's needs where this appears to be in the child's best interests
- A commitment to safeguarding and promoting children's welfare in foster care
- A valuing of diversity in relation to issues of ethnicity, religion, gender, disability and sexuality
- An understanding of, and a commitment to, the need for confidentiality
- A willingness to increase knowledge and understanding of issues through reading, discussion and training
- A willingness to contribute constructively to the annual review of their Panel membership if this is an agency requirement and, as required, to that of other Panel members and the chair

FEES
£200.00 per panel when 3 or more Form Fs presented
£100.00 when 2 Form Fs or less presented
Plus reading time to be paid £60.00 for 3 Form Fs & £40.00 for 2 or less Form Fs
Fees include all additional work associated with role of Panel Member
Mileage costs as company rates

NB: Foster Carers Annual Review Fees
If there are no Form Fs to be presented then fees are £25.00 per review + £10.00 reading time each Review + mileage