



Role Profile

Practice Consultant (Scotland)

Role Details:

Department:	Practice & Innovation	Team:	Practice
Reports to:	Senior Practice Consultant/Head of Practice	Responsible for:	N/A
Contract:	Permanent	Hours:	21 hrs
Salary Range¹: (+ London weighting added if eligible)	£42,630-47,705.00 (pro rata)	Salary Band:	E
Base Location: (London, Cardiff, Belfast, Glasgow or home)	Office based or hybrid with some travel requirements	DBS Check Required?	Yes, enhanced
Budget Holder?	No	Policy Owner?	No

Core Purpose:

Practice Consultants work as a team to support The Fostering Network’s overarching strategy through delivery of the key services of Advice, Advocacy and Mediation, Training and Practice Consultancy Services.

Our Practice Services are guided by three key drivers to enable us to deliver on our mission to empower, enrich, and support the relationships at the heart of the fostering community.

- Trauma Informed
- Child Centered
- Solution Focused

¹ Please note our policy is to offer at the bottom of the salary band for new starters.

Primary Objectives:

1. Drive forward quality improvements in fostering practice through the direct hands-on delivery of practice services to a wide range of stakeholders including (but not limited to) social workers, fostering services and foster carers.
2. Provide specialist input into the development of fostering policy and practice across the UK ensuring The Fostering Network maintains its role as a sector leader and continues to provide high quality support and advice to its members, stakeholders and society.
3. Assist with the development and delivery of The Fostering Network's product and publications portfolio.
4. Work in collaboration with relevant wider stakeholders to build relationships, deliver our membership offer, exploring opportunities to enhance it and to incorporate our practice consultancy offer.

Responsibilities:

1. Drive forward quality improvements in fostering practice through the direct hands-on delivery of practice services to a wide range of stakeholders including (but not limited to) social workers, fostering services and foster carers.
 - Provide high quality, evidenced based advice, advocacy and mediation services for a wide of audiences, demonstrating high levels of empathy, understanding and emotional intelligence.
 - Ensure the collation of feedback, evaluation and data to create a range of impact analysis reports for a range of audiences and to ensure continuous quality improvement.
 - Develop sector leading learning materials and deliver these to a wide range of audiences, both in-person and on-line, including training, forums and webinars.
 - Provide practice consultancy services including direct delivery of consultancy, convening groups to consider and discuss emerging issues, and drawing together findings and drafting practice proposals.
 - Facilitate the collation of, and sharing of, best practice across the sector.
 - Maintain a child-focused approach at all times and inspire others to do so
 - Support the generation of income for the charity through the above services and deliver against a set of measurable KPIs.
2. Provide specialist input into the development of fostering policy and practice across the UK ensuring The Fostering Network maintains its role as a sector leader and continues to provide high quality support and advice to its members, stakeholders and society.
 - Represent The Fostering Network, raising awareness of the needs of care experienced children, young people, foster carers and fostering services.
 - Work collaboratively across the organisation and with the wider sector, making links between practice, and policy to drive forward sector wide improvements..
 - Contribute to the development and delivery of a wide range of regional and national events, including consultations, conferences, seminars, workshops, support groups etc. Actively maintain a high level of commitment to ongoing professional development through the review of publications, research, practice reviews and reflection.

3. Assist with the development and delivery of The Fostering Network's product and publications portfolio.
 - To contribute to the development of a range of products in response to sector demands and identified needs.
 - To write and review content for products and the organisation's publications portfolio.
 - Work with staff across The Fostering Network to promote our products and publications to the sector and identify new products and publications.
4. Work in collaboration with relevant wider stakeholders to build relationships, deliver our membership offer, exploring opportunities to enhance it and to incorporate our practice consultancy offer.
 - To build and maintain positive relationships with all our stakeholders through the direct delivery of services, including facilitation of forums, webinars, delivery of training, consultancy and advice and mediation services.
 - To work in partnership with colleagues to identify opportunities for consultancy, training, learning and development and other products.
 - Collaborate with other staff in the organisation to respond to the needs of our members, locally, regionally and nationally, maintaining and growing an awareness of our stakeholders needs.
5. Team Working:
 - Understand and adhere to The Fostering Network's policies and practices.
 - Engage with and demonstrate commitment to The Fostering Network's mission, vision, values and strategy.
 - Proactively engage with the performance development approach, taking responsibility for seeking appropriate development opportunities and taking part in learning.
 - Take a relationship-based approach to your work, understanding that creating positive relationships with our internal and external stakeholders is central to achieving our objectives.
 - Ensure practice promotes and values equality, diversity and inclusion at all times.
 - Undertake any other duties appropriate to the level in accordance with agreed procedures and guidelines.

Main Stakeholders

In addition to their immediate team, this role-holder will particularly work with:

Internal	External
Senior Leadership Team Heads of Team Assistant Directors Engagement & Influence Directorate HR and Finance	Members, fostering services, staff and foster carers Associates Other third sector organisations Local Authorities and Trusts Private providers (IFPs) Inspectorates Suppliers (LMS) Forums

What we're looking for:

Essential Knowledge, Experience & Qualifications

- Foster carer or degree level relevant qualification or social work qualification with fostering practitioner experience.
- In depth working knowledge and experience of supporting fostering services with a current understanding of fostering and the issues facing foster care.
- An excellent working knowledge, understanding and working experience of the legislative and regulatory framework that governs foster care in the UK and emerging evidence from research.
- Experience of providing consultancy and advice to fostering or related services.
- Experience of providing advocacy and mediation to foster carers or related services.
- Experience of developing, delivering and evaluating training and facilitating forums and webinars.
- Experience of contributing towards the development of publications.
- Working knowledge of safeguarding practices and procedures.

Essential Skills & Attitudes

- Ability to role model excellent customer service and to develop and build strong working relationships with internal and external groups.
- Creative thinking, problem-solving and the ability to identify opportunities from existing activity.
- Strong communication skills and the ability to listen to and empathise with different stakeholder groups.
- Excellent written communication skills with the ability to write good practice guidance and information for fostering services and other audiences.
- Proven computer skills including knowledge of Microsoft Office and database packages and willingness to learn and use new software as required.
- Ability to work flexible hours and travel. This may include working evenings and occasionally at the weekends, including overnight stays with adequate notice.
- Commitment to maintaining the confidentiality of information held by The Fostering Network
- Commitment to Equality, Diversity and Inclusion
- Commitment to The Fostering Network's mission, vision and values

Desirable

- Care experienced and/or lived experience of foster care
- Practice Education Award
- A teaching or training qualification or equivalent.