**Applications open for Fostering Ambassadors**

We are excited to announce that at the start of July we will be joining 19 other local authorities in launching a new regional fostering recruitment hub.

Local Authority Fostering South East is a collaborative partnership of 20 local authorities from across the region with a shared common goal – to recruit and support more amazing foster carers able to provide safe, loving and local homes for children in our communities, just like you.

As part of this, the regional hub is launching a new Fostering Ambassador scheme, and we need your help. We’re looking to recruit experienced foster carers who can give up their time to speak to people right at the start of their fostering journey, before they’ve even made an application. This will provide prospective foster carers with a unique insight into what fostering is really like from those with first-hand experience and hopefully encourage more people to join our amazing fostering network across the South East.

Fostering Ambassadors will be paid up to £75 for five hours a month and can do this alongside their normal caring duties. Conversations can be had via phone, online or face-to-face, depending on the prospective carers’ preference.

If you’re interested in becoming a Fostering Ambassador we’d love to hear from you. Please complete the attached application form and send to fiona.persich@bracknell-forest.gov.uk The closing date for applications is 10th July 2024 with interviews taking place the week commencing 15th July 2024.

If you would like more information, please contact Fiona Persich – Subcluster Fostering Enquiry Officer for the South East – fiona.persich@bracknell-forest.gov.uk

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# **Fostering Ambassadors application form**

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| --- | --- |
| Name of applicant |  |
| Address |  |
| Tel number |  |
| Email |  |
| Local Authority |  |
| Supervising social worker |  |

1. How many years have you been fostering? Please include the number of children you have cared for, and the lengths of time they were with you.
2. Please describe the types of fostering you do or have done (such as respite, emergency, long term, UASC, therapeutic, parent and child etc).
3. Please list all training undertaken in the past two years.

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| Title of course and level (if appropriate) | Date of completion (approx.) |
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1. Have you completed the TSD Standards? Yes/No (please circle)
2. Have you any previous experience as a Fostering Ambassador (Mentor) or Buddies? Please describe your experience.
3. Please state why you want to be a Fostering Ambassador (max 250 words).
4. Using the role description and person specification attached, please outline what skills and qualities you think you will bring to this role (max 250 words).

Your Local Authority will be asked to provide a reference.

Signature……………………………………………….

Date of application…………………………………

**JOB DESCRIPTION**

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| **Job Title:** | **Fostering Ambassadors** |
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| **Directorate:**  | **People** | **Renumeration:** | **Up to £75 per month** |
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| **Section:** | **Regional** **Working on behalf of** **20 South East Local** **Authorities**  | **Grade:** | **N/A** |
|  |  |  |  |
| **Location:**  | **Home based** | **Work Style:** | **Flexible – up to 5 hours a month.** |

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| **Key Objectives of the role** |

**Key Objectives of the Role:**

1. Provide guidance, support, and mentorship to prospective foster carers within the designated sub-cluster.
2. Collaborate with the Sub Cluster Fostering Enquiry Officer to support the recruitment and retention of foster carers.
3. Maintain open communication channels with the Enquiry Officer to ensure alignment with fostering recruitment and support initiatives.
4. Offer insights and feedback based on interactions with prospective foster carers to inform recruitment strategies and support services.
5. Participate in regular updates and feedback sessions with the Coordinator of the Foster Carer Buddies Scheme to ensure the smooth operation of the mentoring program.

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| **Designation of post and position within departmental structure** |
| The Fostering Ambassador reports to the Sub Cluster Fostering Enquiry Officer, who sits within the South East Region Fostering Recruitment Hub. |

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| **Daily and monthly responsibilities** |

The key areas of responsibility will be:

**Daily Responsibilities:**

* Provide practical guidance and emotional support to foster carers as needed.
* Maintain communication with the Sub Cluster Fostering Enquiry Officer to discuss ongoing activities and address any immediate concerns.
* Respond promptly to inquiries and requests for assistance from foster carers.

**Monthly Responsibilities:**

* Participate in regular meetings or check-ins with the Enquiry Officer to review progress and discuss any emerging trends or challenges.
* Provide feedback to the Enquiry Officer regarding the effectiveness of recruitment efforts and support services.
* Engage in ongoing reflection and evaluation of the role to identify areas for improvement.

**Statutory Requirements:**

* Comply with all relevant statutory requirements and regulations governing fostering recruitment and support initiatives within the designated sub-cluster.

**Summary of Responsibilities and Personal Duties:**

* Provide guidance, support, and mentorship to foster carers within the sub-cluster.
* Collaborate with the Enquiry Officer to support fostering recruitment and retention efforts.
* Maintain open communication channels with relevant stakeholders.
* Participate in regular updates and feedback sessions to ensure the smooth operation of the mentoring program.

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| **Scope of role** |

The scope of the Fostering Ambassador role encompasses providing guidance, support, and mentorship to prospective foster carers within the designated sub-cluster, as well as collaborating with Enquiry Officers to support fostering recruitment and retention initiatives. This role requires maintaining open communication channels, participating in regular updates and feedback sessions, and ensuring compliance with relevant statutory requirements and regulations.

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**PERSON SPECIFICATION**

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| **KEY CRITERIA** | **ESSENTIAL** | **DESIRABLE**  |
| **Skills and qualifications****Knowledge:****Personal Skills and Attributes** **Essential qualifications:** | * Proficient in the use of Microsoft Windows Applications include Word.
* Proficient in the use of email.
* Effective communication skills orally and in writing.
* Experience of building positive relationships with a people from a wide background.
* Effective understanding of the fostering recruitment and landscape
* Experience of work with the public, especially global majority communities.
* Knowledge of the mainstream fostering assessment and the journey of a prospective foster carer
* Knowledge or relevant experience of marketing, recruitment, and campaign / project delivery (ideally for foster carers and/or adopters, but not limited to).
* Good general standard of literacy and numeracy.
* A working knowledge of relevant national legislation and regulation requirements including safeguarding policies and procedures.
* Awareness of and a commitment to Equality of Access and Opportunity in a diverse community.
* Ability to prioritise effectively and work on multiple work-streams and meet deadlines whilst requiring minimal supervision
* Experience of working on own initiative, organising own work effectively and meeting tight deadlines.
* Ability to work with sensitive and confidential issues tactfully.
* Excellent telephone manner and listening skills required, able to focus and record information.
* The ability to communicate effectively, verbally, in writing, within meetings and effectively engaging service users
* Willing to work flexibly and speak to prospective foster carers at mutually convenient times across the month.
* Good standard of written and spoken English, comparable to GCSE grade 5 or above, or equivalent functional skills qualification or experience.
 | * Experience of identifying, mitigating and managing risks and effectively reporting these through upper tier management structures.
* Experience of supporting a team in successful service delivery of a new project or service.
* Experience of working with and engaging a wide range of community groups and organisations
* Knowledge of key local government issues associated with the role and how these affect service delivery
* Knowledge of online community tools and application of social media tools to build networks.
* Ability to analyse information, write business reports and use this for providing clear recommendations and decisions for informing service planning
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| **Competence Summary**(Knowledge, abilities, skills, experience) | * **Supportive Mentorship:** Ability to provide guidance, support, and mentorship to prospective foster carers, leveraging personal experience and expertise to assist others in navigating the complexities of fostering.
* **Effective Communication:** Exceptional communication skills, both verbal and written.
* **Interpersonal Sensitivity:** Possesses a high level of empathy, compassion, and interpersonal sensitivity.
* **Collaborative Approach:** Works effectively within a collaborative team environment to support fostering recruitment and retention efforts and contribute positively to team dynamics.
* **Adaptability:** Demonstrates flexibility and adaptability in responding to the varying needs and circumstances of prospective foster carers, remaining calm and composed in challenging situations and adjusting approach as necessary to provide effective support.
* **Professionalism:** Upholds high standards of professionalism, integrity, and ethical conduct, demonstrating respect for diversity, cultural differences, and maintaining professional boundaries in all interactions.
* **Continuous Learning:** Committed to ongoing learning and professional development, actively seeking out opportunities to enhance skills and knowledge in the field of fostering through training programs, workshops, and self-directed learning initiatives.
* **Problem-Solving Skills:** Possesses strong problem-solving skills, capable of identifying challenges, developing creative solutions, and offering practical advice and guidance to foster carers in navigating complex situations encountered in the fostering journey.
* **Resilience:** Demonstrates resilience and a positive outlook, maintaining a supportive and encouraging presence even during difficult times, and remaining committed to supporting the well-being and development of prospective foster carers.
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| **Work-related Personal Requirements** | None  |  |
| **Other Work Requirements**  | The ability to converse easily with members of the public and respond effectively to questions in spoken English Out of Hours working when required  |  |
| **Role models and** **demonstrates the** **Council’s values and** **behaviours** | Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities.We make our values real by demonstrating them in how we behave every day. |  |

**All Ambassadors should hold a duty and commitment to observing the Council’s Equality & Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.**