



Diagrama

Adoption & Fostering

Team Manager (Panel/Post Adoption)

This home-based role is part-time - 4 days a week - with a salary of £30,400. Our service covers London and the South East.

Are you a highly skilled social worker, ready for an unusual and exciting opportunity to play a key role in the development of new services at Team Manager level?

We're looking for a new Team Manager to act as Panel Advisor and lead our post adoption services. This is an unusual and exciting opportunity to play a key role in the development of new services at Team Manager level, as part of our fostering and adoption management team. If you're looking for a rewarding role supporting children, adults and families through adoption and fostering - we'd love to hear from you.

About Diagrama Fostering & Adoption

Diagrama Fostering and Adoption are independent agencies both rated GOOD by Ofsted. Our team is dedicated to finding loving families who are able to offer homes for children in need of adoption and fostering across London, Surrey, East and West Sussex, Kent and Hampshire.

Our team is small enough to offer a personalised and friendly experience while benefitting from the expertise and security that comes with being part of a larger, established charitable foundation.

We are fast establishing a reputation as being progressive, caring and child-focused, providing excellent support for adopters, foster carers and children alike. We put children at the heart of everything we do and every decision we make.

We support foster carers and adopters

of all backgrounds regardless of faith, sexuality or ethnicity and we pride ourselves on offering a tailored service. We focus on finding new foster carers and parents for harder to place children, those who have been waiting the longest, and have varying needs.

Our history

Diagrama Fostering and Adoption services were set up to ensure those who had been working with Cabrini Children's Society received continued support when the society ceased operation in 2014.

The service has since evolved and we have been busy integrating our own principles and approach to fostering and adoption to ensure those we work with receive the highest possible standard of care, support and preparation throughout this life-changing journey.



About the role

Panel - Our Adoption and Fostering Panel will run once to twice a month in Croydon (currently operating remotely) and cover all approvals, reviews and change of approval cases.

You will be responsible for the smooth and effective functioning of the Panel with the support of a dedicated and experienced Panel Administrator.

You will work closely with the Panel Chair and members to establish robust arrangements.

You will also facilitate affective post-Panel ADM decisions.

Post Adoption - You will work closely with the management team and practitioners to develop and oversee new ways of working in the service. You will:

- Focus on improving our adoption support / therapeutic offer
- Build relationships with other organisations
- Implement best practice.

You will also be responsible for the management of our access to records service.



About you

As an experienced, competent and committed practitioner, with energy and drive, you will have a strong and evidenced understanding of permanency work and commitment to adoption and fostering.

You will have experience of Panels with an excellent understanding of their purpose, and of Panel best practice. You'll have the ability to work effectively to improve outcomes for our children and young people and be passionate about supporting social workers to develop a greater understanding of fostering and adoption work and in implementing research-based best practice.

Previous experience as a Panel Advisor in both adoption and fostering and as an Adoption Team Manager would be advantageous.

You will be:

- A registered Social Worker with a minimum of three years post qualifying experience.
- Significantly experienced in fostering and adoption with an understanding of the range of issues faced by vulnerable children, their families and the challenges this brings.
- A well organised practitioner able to challenge constructively in order to achieve and retain outstanding standards.
- An excellent communicator who can demonstrate effective partnership working with a variety of stakeholders.
- Able to demonstrate sound knowledge of the relevant legislative frameworks for fostering and adoption.

You may be required to work some weekends and evenings as necessary.

Diagrama leaders, managers and staff advocate well for children and young people within the network of professionals.

- Ofsted 2019

Why work for Diagrama?

Diagrama is a charity which has supported vulnerable children, young people, adults and families around the world for more almost 30 years.

Our aim is simple - we want a better, more equal society, one that cares for those less fortunate and ensures no-one is excluded. Dedication, innovation and education lie at the core of all our work, with the needs of the individual at the heart of everything we do.

Every member of our team plays a vital role in our journey and is encouraged to help shape it along the way. And we're never afraid to try something new - that's how we learn and get closer to achieving our aims.



'Prospective adopters choose this agency over others as they value the personal approach and individual support given by its social workers.

Many adopters return to adopt second and third children.'

- Ofsted 2018

Diagrama Adoption and Fostering has been rated GOOD in all areas by Ofsted.

Your benefits

Diagrama Fostering and Adoption offers comprehensive individual supervision and is well supported by our dedicated administration team. In addition we provide regular peer support supervision and reflection with a qualified psychotherapist.

We offer a competitive salary, benefits package which includes healthcare and graduated sick pay scheme and a 6.6 weeks' annual leave (pro rata) inc bank holidays.

You will be provided with appropriate equipment such as phone and laptop to facilitate your work.



How to apply

**For an informal discussion about this role please contact
Natalie Lohneis, Head of Adoption and Fostering Services
- natalie.lohneis@diagrama.org / 07872 015131**

Interested in applying? Email your CV to hr@diagrama.org

www.diagramachildren.org.uk

Diagrama is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share in this commitment. We value diversity and welcome applications from all backgrounds. The post is subject to a DBS check. Diagrama is an Equal Opportunities employer.