

FOSTERING SOCIAL WORKER

HOME is an innovative new not-for-profit Independent Fostering Agency in Salford, powered by social enterprise agency Social adVentures.

Every year people work hard to promote the incredible role Foster Carers play and drive up enquiries, but factors stop 'would be foster carers' making it through. Some are non-negotiable – strong values, skills, and belief in changing young lives. Others are practical, like property. To foster, you need a suitable home: big enough, welcoming enough, stable enough. This hits younger carers hard, already struggling with the cost of living and housing.

We're building a creative model to support carers in securing housing across Greater Manchester. HOME has a comprehensive carer support offer that not only covers the usual allowances and professional fees but also supports 'would be' carers move in to secure, suitable and stable housing with a property support package. By moving carers into larger homes, we will be able to keep more brothers and sisters together, maintain those special bonds for life.

Job description

Contract Type: Full time, permanent

Location: Hybrid

Hours: 37.5 hours per week to be worked flexibly

Main Purpose of the Post:

HOME is committed to providing outstanding care and support for young people, foster carers, and staff.

The post holder will be a pivotal part of the fostering team, delivering a high quality service. This will include assessment, training, supervision and ongoing support to foster carers, as well as support to the children living with our foster families, throughout the Greater Manchester area.

Relationships



HOME, developed in 2025 as part of [Social adVentures](#), is a social enterprise independent fostering agency, offering fostering services to vulnerable children in accordance with the Children Act 1989.

- Responsible to: Fostering Registered Manager
- Working relationships with: Fostering Social Workers, potential foster carers, Business Support and Panel Members.

Key Responsibilities

- Recruitment, assessment, preparation and training of prospective foster carers, attendance at Fostering Panels, matching with children, ongoing supervision and training of foster carers and support to children.
- Work in a safe and effective manner and with an adherence to Fostering Regulations, National Minimums Standards and other relevant guidance which safeguards children and fostering families.
- Write clear, high quality, evidence-based reports for the approval and subsequent reviews of foster carers through the panel process.
- Demonstrate effective case recording and maintain up to date and appropriate written records
- Establish and sustain positive relationships with foster carers to enable effective partnership working
- Work in partnership with the child's local authority to be able to support the child's care plan and offer foster carers clear guidance and support.
- Participate in planning meetings, assist in defining clear goals for children, and contribute to the drawing up of placement agreements
- Undertake duty responsibilities including initial phone calls and visits.
- Provide out of hours support to foster carers as needed
- Assist the Registered Manager with the development of policies and procedures and consistency of practice across the service.
- Attend staff meetings and participate in training and development events
- Undertake any other duties as required, which are compatible and appropriate to the general character of the post, reflecting the changing demands of the service
- Work accountably within all the organisation's policies and procedures, including acceptable usage of ICT, Confidentiality, Data Protection and Equal Opportunities



- Abide by the Social Work England Code of Practice, including Continuing Professional Development training and learning.

Person Specification

1. Qualifications & Registration

- Qualified Social Worker (DipSW, CQSW, BA/MA in Social Work).
- Registered with Social Work England and evidence of ongoing professional development
- Enhanced DBS required.
- Full UK Driving licence and appropriate car insurance

2. Experience

- Minimum 3 years post-qualification experience in fostering, safeguarding, or children's social care.
- Well-developed skills to assess strengths and limitations of those who have applied to be foster carers.
- Safeguarding children knowledge and practice
- Experience of working in a Fostering Service and / or completing Form F assessments and presenting to panel is desirable.

3. Skills & Knowledge

- Strong understanding of the legislative and regulatory fostering framework as well as associated guidance.
- Excellent analytical, interviewing, and report writing skills.
- Ability to build rapport and communicate sensitively with diverse families.
- Strong organisational skills, good time management and ability to meet deadlines.
- Clear communication style both verbally and in writing
- The ability to use initiative but seek advice as appropriate
- Knowledge of child and adolescent development and behaviour
- Knowledge of the impact of child neglect and physical, sexual and emotional abuse
- A thorough understanding of the principles and effects of separation and loss on children

4. Personal Attributes

- Professional integrity, reflective practice, and resilience.
- Commitment to child-centred, anti-discriminatory practice.
- Ability to work independently while maintaining strong professional judgement.
- A passion for innovation and creative problem solving.



5. Values & Principles

- Work in line with Social adVentures' mission to inspire people to make change in our cooperative and social organisation.
- Demonstrate professionalism, integrity, and inclusivity in all communications and relationships.
- Maintain high standards of confidentiality and discretion at all times.

The post holder must have the flexibility to work outside office hours including offering out of hours telephone support as needed.