

Team Fostering
Person Specification – Independent Panel Chair

The following criteria will be used to shortlist during the application and interview stages:

Qualifications and Training

E	ESSENTIAL	Application	Interview
1	Commitment to continuous professional development.	✓	✓
2	Attendance at appraisal and participation in learning and development.	✓	✓
3	Ability to support the induction and development of panel members.	✓	✓
D	DESIRABLE	Application	Interview
2	Evidence of prior continuous professional development	✓	

Skills, Knowledge and Experience

E	ESSENTIAL	Application	Interview
1	The ability to consider and triangulate large amounts of information to support the evaluation of existing and prospective foster carers to inform safe and defensible decision making.	✓	✓
2	The ability to manage and lead complex meetings, ensuring Panel meetings are appropriately structured, compliant with regulations and policy and effective, ensuring those attending Panel are treated with respect and courtesy.	✓	✓
3	The ability to facilitate the active participation of all Panel Members in contributing to clear and well evidenced recommendations.		✓
	The ability to make independent judgements that consider the views of others but are not unduly influenced by these.		✓
	The ability to address diversity issues and to always promote anti discriminatory practice.	✓	✓
	To know when and how to escalate issues, ensuring senior managers are aware of issues of concern, in relation both to individual cases and to more general matters.		✓
	The ability to work with the Senior Panel Administrator to produce clear and accurate minutes that accurately reflect Panel's discussions and ensuring minutes are		✓

	signed off before they are sent to the Agency Decision Maker.		
	To be able to actively contribute to Panel Members annual training and other training opportunities that support the work of Panel and the Agency's objectives.	✓	✓
	The ability to undertake and lead the annual appraisals of all Panel members.	✓	✓
4	The ability to support the appointment and induction of new panel members and be involved in any discussions and decisions around terminating the involvement of a panel member.		✓
5	The ability to work to prescribed timeframes.	✓	✓
6	Sound Knowledge or 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.		✓
7	A sound understanding of the fostering process.	✓	✓
8	Knowledge of the purpose and function of the Panel including the relevant fostering and childcare legislation, regulatory frameworks and associated guidance	✓	✓
10	Good knowledge of the complex, diverse needs of children in care and the skills and qualities required by foster carers.	✓	✓
11	Good listening and communications skills		✓
12	The ability to read, process and analyse large amounts of complex and sometimes distressing information.	✓	✓
13	Self-motivation, personal confidence, leadership, and negotiation skills.		✓
14	The ability to make an assessment and to form a view, based on the written and verbal information presented to panel and to articulate this at panel.		✓
15	The confidence to challenge practitioners/agency.		✓
16	The ability to work co-operatively as part of a multi-disciplinary team.	✓	✓
17	The ability to use personal and/or professional knowledge and experience to engage all panel members constructively, contribute to discussions and make decisions on panel recommendation in a balanced and informed manner.		✓

D	DESIRABLE	Application	Interview
1	Previous experience of chairing Fostering panels/complex childcare meetings.	✓	
2	Experience of contributing or leading on training.	✓	✓
3	Experience of working in a fostering setting.	✓	

Safeguarding and promoting the welfare of Children and Young People

E	ESSENTIAL	Application	Interview
1	Sound knowledge and understanding of safeguarding.	✓	✓
2	A commitment to safeguarding and promoting children's welfare in foster care.		✓
3	An understanding of, and a commitment to, the need for confidentiality.		✓
4	A valuing of diversity in relation to issues of ethnicity, religion, gender, disability, neurodiversity and sexuality.	✓	✓
5	A commitment to maintaining contact between children living in foster families and their birth families where this appears to be in the child's best interests.		✓
6	A commitment to fostering as a way of meeting a child's needs where this appears to be in the child's best interests.		✓
7	A willingness to increase knowledge and understanding of issues through self - development.	✓	✓

Job Circumstances

E	ESSENTIAL	Application	Interview
1	Ability to work flexibly to meet the needs of the service.		✓
2	Current full driving licence and willingness to travel as required.	✓	

Team Fostering is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check. Team Fostering does not allow smoking in the workplace