

### Person Specification

Job Title: Panel Member	Fee: £250 per panel
Base: Virtual	Team: Panel

**Assessment method – A= application, I = Interview, T = test/presentation, R = references, S = shortlisting**

Essential Criteria		Desirable Criteria	
<b>Qualifications and Training</b>			
<ul style="list-style-type: none"> <li>Evidence of Continuing Personal Development</li> </ul>	A /S		
<b>Knowledge and Experience</b>			
<ul style="list-style-type: none"> <li>Experience, either professionally or personally or both, of the placement of children with foster families and of children being cared for away from their birth family</li> </ul>	A/S	<ul style="list-style-type: none"> <li>Experience and understanding of the role of the independent sector in providing fostering services</li> </ul>	A
<ul style="list-style-type: none"> <li>Understanding of the purpose and function of panel and of the agency which the panel is serving, or a willingness to learn</li> </ul>	A/S	<ul style="list-style-type: none"> <li>Track record of promoting and maintaining quality standards</li> </ul>	A
<ul style="list-style-type: none"> <li>Understanding and appreciation of the effect of separation and loss on children</li> </ul>	A/S		
<ul style="list-style-type: none"> <li>Understanding of the fostering process and practice and the legislative framework for the work of panel, or the capacity to acquire and develop this knowledge quickly</li> </ul>	A/S		
<ul style="list-style-type: none"> <li>Ability to relate well to prospective foster carers , Form F Assessors and staff and to be able to use a variety of strategies to engage and help instil confidence when dealing with complex issues</li> </ul>	I		
<ul style="list-style-type: none"> <li>Understanding of problems faced by Looked After Children and barriers to success</li> </ul>	I		
<ul style="list-style-type: none"> <li>Experience of working closely with multi agency professionals</li> </ul>	I		

Skills			
<ul style="list-style-type: none"> <li>• Good organisational skills</li> <li>• Ability to prioritise own workload and work to tight deadlines</li> <li>• Ability to process and analyse large amounts of complex and sometimes distressing information</li> <li>• Ability to identify key issues and possible solutions and to communicate these clearly to the panel Chair</li> <li>• The ability to attend at least 75 percent of allocated panel meetings (or as required in agreement with panel chair and Agency Advisor), arriving on time, and to attend at least one training day each year</li> <li>• The ability to make an assessment and to form a view, based on the written and verbal information presented to panel, and the confidence to articulate this at panel.</li> <li>• The ability to use personal and/or professional knowledge and experience to contribute to discussions and decision-making in a balanced and informed manner.</li> <li>• The ability to work co-operatively as part of a multi-disciplinary team.</li> <li>• Excellent written and verbal communication skills, dealing effectively with colleagues and carers at all levels.</li> <li>• Good mediation skills, with the ability to form strong working relationships and instil confidence when dealing with complex issues</li> <li>• Good advocacy, negotiation and influencing skills</li> <li>• Good standard of IT skills</li> </ul>	<p>I I</p> <p>A/I</p> <p>A/S</p> <p>A/S</p> <p>A/I</p> <p>A</p> <p>A</p> <p>A</p> <p>A/I</p> <p>A</p> <p>A</p>		

<b>Safeguarding and promoting the welfare of Children and Young People</b>			
<ul style="list-style-type: none"> <li>An understanding of safeguarding issues, and the legislative safeguarding framework</li> <li>Commitment to promoting the welfare of children in foster care</li> <li>Understands and is committed to the principles of confidentiality</li> <li>Working knowledge of current UK childcare and the regulatory framework for LAC</li> <li>Recognises the limits of own authority within the role</li> </ul>	A/I  I  A/I  A/I  A/I		
<b>Working within professional boundaries</b>			
<ul style="list-style-type: none"> <li>Accepts responsibility and accountability for own work and can define the responsibilities of others</li> <li>Ability to maintain clear professional boundaries when working with children, young people and foster carers</li> </ul>	I  A/I		
<b>Personal Qualities</b>			
<ul style="list-style-type: none"> <li>Treat people in a fair and non – judgemental way and with dignity and respect and promotes children and young people’s equality, diversity and rights</li> <li>Resilient</li> <li>Energetic and enthusiastic</li> <li>Committed to the best outcomes for children and young people</li> <li>Committed to keeping children within their own family or community where this is possible and to maintain contact between children in foster families and their birth families where this appears to be in the child’s best interest</li> <li>Commitment to fostering as a way of meeting a child’s</li> </ul>	I  A/I A/I A/I  A/I    A		

needs, where this appears to be in the child's interest <ul style="list-style-type: none"> <li>• Demonstrates understanding and clear commitment to the values of the Agency</li> <li>• Understanding of the Not for Profit Sector</li> </ul>	A  A		
<b>Emotional awareness</b>			
<ul style="list-style-type: none"> <li>• Demonstrates empathy for the concerns of others</li> <li>• Listens to and understands directly and indirectly expressed feelings</li> <li>• Shows respect for others feelings, views and circumstances</li> </ul>	I  I  I		
<b>Self awareness</b>			
<ul style="list-style-type: none"> <li>• Has a balanced understanding of self and others</li> <li>• Can demonstrate flexibility in approach</li> <li>• Shows a realistic understanding of the challenges of working with children and young people</li> <li>• Self sufficient and self motivated with the ability to work independently or in a team, recognising when issues need to be escalated or require input from others</li> <li>• Demonstrates a commitment to Continuous Professional Development with a willingness to increase knowledge and understanding of issues through reading, discussion and training</li> <li>• Willingness to contribute constructively to the annual review of their panel membership, and, as required, to that of other panel members and the Chair.</li> </ul>	I  I  I A/I  A/S  A  A		
<b>Job circumstances</b>			
<ul style="list-style-type: none"> <li>• Ability to attend Panel in the designated office as required.</li> </ul>	A/I/S		