

## **Role Profile and Person Specification for Panel Members**

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### **Job description and person specification for Central List members (Fostering Approval and Permanency Panel)**

#### **Role profile:**

1. To read all panel papers carefully before the meeting and to attend the meeting prepared to raise issues and to contribute to the panel discussion;
2. To take responsibility for participating in the making of a recommendation on each case, drawing on both personal and professional knowledge and experience;
3. To attend panel regularly at a level of frequency mutually agreed between the panel member and the agency/service;
4. To be prepared to attend additional panels if possible, if requested;
5. To participate, with other panel members, in advising on policy and procedural matters as required;
6. To address diversity issues and promote anti discriminatory practice;
7. To safeguard the confidentiality of all panel papers and panel discussions;
8. To participate in panel induction, training and in building up own knowledge of adoption and fostering;
9. To prepare and participate constructively in the annual appraisal of their panel membership.

#### **Person specification:**

*The following qualities and areas of knowledge/experience are important for panel members. It is acknowledged that each panel member will possess different levels of knowledge and skills in these areas when first appointed.*

*The following specification will form the basis of the annual appraisal of panel members.*

- The ability to understand and analyse complex information;
- The ability to ask questions that are relevant, sensitive, diplomatic and appropriate;
- Ownership of the shared responsibility for making a recommendation and commitment to providing clear reasons for these recommendations;
- An appreciation of the impact of loss and separation on both adults and children;
- An understanding of the impact of abuse on children;
- A commitment to safeguarding and the need to offer a safe re-parenting experience;
- A commitment to promoting children's welfare;
- A commitment to children retaining contact with members of their birth family if this is in their best interests;
- Understanding, knowledge and experience relating to children and young people and their needs throughout their development;
- A commitment to keeping children within their own family or community where this is possible;
- A commitment to achieving timely permanency for children where this is in their best interest;
- Recognition of the lifelong impact of fostering on all parties;
- An awareness of the richness of different kinds of families and their potential for meeting children's needs;
- An understanding and knowledge of families and how they are affected by change;

- Knowledge of couple relationships and relationships within wider networks;
- An ability to positively provide an anti-discriminatory stance towards issues of race, gender, disability, sexuality and religion;
- Acceptance and respect of difference, including non judgmental attitudes towards other lifestyles;
- Additional requirement for Social Work Panel Member(s):

Minimum of 3 years post qualifying experience in childcare social work, including direct experience of adoption and/or fostering work.