



Team Manager – Fostering

Location: A cross-regional area spanning the Southwest and Central England

Salary: £48,000 to £52,000

Contract Type: Full-Time, Permanent

Reports to: Registered Manager

Start Date: 01.10.2025

Job Purpose

The Team Manager will support the Registered Manager in leading and managing Fostering UK's fostering service. This includes the supervision of social workers and non-social work staff, oversight of foster carer assessments and reviews, quality assurance, and strategic development. The postholder will ensure the delivery of a high-quality, child-centered fostering service that meets or exceeds regulatory standards.

Key Responsibilities

Leadership & Supervision

- Line manage and supervise a team of Supervising Social Workers (SSWs) & Administrative Support Staff.
- Provide guidance, direction, and challenge to ensure high standards of practice and accountability.
- Oversee staff performance, probation, appraisal, and where necessary, performance management processes.
- Deputize for the Registered Manager as required.

Foster Carer Assessment & Review

- Manage the assessment of prospective foster carers, ensuring compliance with agency standards and statutory timescales.
- Supervise Form F assessments and maintain quality assurance of reports.



- Line manage the Assessment Administrator ensuring that Statutory checks are completed within the required timescales.
- Manage the annual review process for foster carers, ensuring timely completion and quality reporting.

Panel & Quality Assurance

- Fulfil the role of Panel Advisor, supporting the fostering panel with expert guidance and ensuring robust decision making.
- Collaborate with the Panel Chair and Panel Administrator to schedule and prepare for panel meetings.
- Monitor and improve service quality through regular audits, QA reports, and reflective learning.

Practice Development

- Lead reflective practice groups to support continuous learning and development.
- Promote evidence informed practice and contribute to the development and delivery of staff training.
- Support the implementation and review of agency policies and procedures.

Placement Oversight

- Manage the Placement Officer to ensure effective and appropriate matching of children with foster carers.
- Monitor placement stability and outcomes, promoting good practice and placement security.

Safeguarding

- Promote and uphold the safeguarding and welfare of children and young people at all times.
- Ensure staff and foster carers comply with safeguarding policies and complete mandatory training.
- Liaise with multi-agency partners, including LADOs, and provide safeguarding data to the Registered Manager and Ofsted as required.
- Ensure fostering household records and statutory checks are maintained and up to date.



Strategic & Operational Management

- Contribute to strategic planning and service development to support the Senior Management Team.
- Work within allocated budgets and support financial sustainability.
- Liaise with Ofsted and other regulatory bodies, including statutory notifications.
- Represent and promote the agency with local authorities and external stakeholders.

Out-of-Hours Support

- Participate in the rota for the out-of-hours service.

Additional Responsibilities

- Ensure compliance with Health & Safety, Data Protection, and confidentiality policies.
- Promote equality, diversity, and inclusion in all aspects of the role.
- Demonstrate commitment to the ethos and values of Fostering UK.
- Maintain flexibility to meet service needs, including occasional evening and weekend work.
- Hold a full UK driving license and meet travel requirements of the role.

Person Specification

Essential

- Qualified Social Worker with current Social Work England registration.
- Experience as a Team Manager.
- Significant experience in fostering services and team management.
- Strong understanding of fostering regulations, safeguarding, and child development.
- Proven ability to lead reflective practice and quality assurance processes.
- Excellent communication, leadership, and organisational skills.

Desirable

- Panel Advisor Experience
- Knowledge of trauma-informed and therapeutic fostering approaches.
- Experience in placement matching and strategic planning.



What We Offer

- Annual Growth/Development Bonus
- 25 Days Annual Leave + 8 Bank Holidays
- Professional Supervision & CPD Opportunities
- Pension Scheme & Employee Assistance Programme
- AVIVA Health Insurance Package
- Employee Assistance Program and Wellbeing Hub

Please note: This post is subject to an Enhanced DBS check and robust vetting procedures.

Safeguarding Statement

Fostering UK is committed to safeguarding and protecting the children and young people we care for, creating a setting in which everyone feels welcome and safe. All posts are subject to a safer recruitment process, which includes the disclosure of criminal records and barring checks, scrutiny of employment history, robust referencing, and other vetting checks.

Our safeguarding system is underpinned by a range of policies and procedures that encourage and promote safe working practices across the organisation. We ensure that all our staff are trained and supervised to a high standard so they can provide safe, effective practice.