



One2One

For some children and young people in our care, their needs are so complex that they require intensive and dedicated support that cannot be met in a typical fostering arrangement.

As a One2One Carer with Leicestershire County Council you will utilise your skills and experience to care for a young person in your home, providing dedicated care to enable them to reach their full potential in life.

This is no ordinary fostering arrangement but a full-time and well-paid professional role. You will have the chance to use and develop your social work skills or residential work experience in new and flexible ways to transform the life of a young person in care.

We realise that for some young people due to their experiences in life, their emotional state is such that they are not able to function in a busy household or a residential placement. They need intensive, considered and dedicated care, which is flexible to their needs and by a carer who is driven to achieve the best outcome for them and with them.

As a One2One Carer you will use positive reinforcement of pro-social behaviour, therapeutic parenting and other recognised methods to build a bright future for a young person with complex emotional and behavioural issues.

What we need from you:

- A spare bedroom for the sole use of fostering within your home.
- No children under the age of 18 living permanently in your home.
- Be available full-time, or willing to take this as your full-time role upon approval as a One2One Carer.
- Be able to drive and have access to a car.
- Be driven to strive, along with a professional team, to achieve the best outcomes for our young people.
- Have relevant experience or a professional background dealing with young people with challenging or difficult behaviours. This may include previous health and social care, youth work or teaching roles.
- Be willing to care for a young person in your home and work as part of a multi-disciplinary team, with extensive support from Leicestershire County Council staff.

In return you will get regular and competitive pay from between £42,552 to £55,500 per annum, bespoke ongoing training and development, access to regular respite care and round the clock dedicated support from Leicestershire County Council.

Unlike other Specialist roles, One2One carers are paid throughout the year - even at times when they are in between placements and do not have a young person living with them. They will be expected to take part in training and provide support to other Specialist Carers during these times.

If you live in Leicestershire or close to our borders and are interested in being part of a dedicated, knowledgeable and passionate team delivering a better future for young people one child at a time then our team is ready and waiting to tell you more and answer your questions.

This is a role that changes futures – including yours.

Please get in touch to find out if this could be the next step for you.

Case study

Nic - One2One Foster Carer

I have been a One2One specialist foster carer for Leicestershire County Council since the project's inception nearly four years ago. Prior to that, I worked for the Local Authority in a number of roles, primarily as a qualified and experienced youth worker, working with young people and their families, offering support when they were facing difficulties.

I have been involved in several roles, including as an alternative education provider, youth worker and as a team manager in the Early Help Service. These gave me a host of professional skills that I am able to continually draw on as a foster carer.

I had always been interested in the idea of fostering, looking into the process a couple of times previously, but hadn't taken it forward until the One2One specialist roles were developed.

The panel process itself was interesting. It could have felt a little intimidating being questioned by a room of professionals, but I saw it as a chance to explain my skills and qualities and how I felt I could help young people to thrive in a positive family setting.

When I tell people what I do, there are two obvious responses. The first is that they couldn't face creating a bond with a young person and then seeing them moving on. The specialist One2One project looks at providing placements for up to 12 months or so before they move, usually to a mainstream foster placement or to some sort of independence.

If the placement works well, you obviously create a bond, but it's a really good experience watching them move on to a positive outcome. I've remained in contact with the young people I've fostered, and whilst



they inevitably move away, most remain in touch for regular visits, advice, phone calls or contact through social media.

The second response is about the difficulties involved in opening up your home for someone to come and live with you. This has been the biggest difference between fostering and working in the field. It's obvious, but it does have a significant impact on your home life and your family. It did take some getting used to initially, it's a new way of working, but I've found that the pros by far outweigh the cons.

For me, it's the best of both worlds, being able to use the skills and qualities I've spent a career developing, and also being based at home and having the time to take things slowly and help young people make necessary changes at their own pace.

There's a thorough training programme so foster carers can continue to develop their skills and excellent support from the dedicated placements team. They provide support for the placement which means they'll sit and listen if you just need to vent, offer advice and suggestions. If you are facing issues you haven't dealt with before, they will validate your approach when you know you're doing the right thing but need to be told that. They will also work with the young person themselves when it needs more than just your input.

For me, becoming a One2One specialist carer has been a brilliant step forwards. There are still stresses and strains, but it just suits me and I'm happier and healthier than ever.

“ It's the best of both worlds, being able to use the skills and qualities I've spent a career developing, and also being based at home and having the time to take things slowly and help young people make necessary changes at their own pace ”

Payments, allowances and further professional development

We know that the best carers are not motivated to look after children and young people because of the money they can earn.

However, we also know that we need the best people, with the skills, qualifications, experience and dedication to provide some of our children and young people in care, with the best opportunities in life.

Therefore, we are offering professional fees for professional carers. We believe that our children and young people deserve the best care, which is why we are looking for Specialist Carers to join our team. Here is some further information about the specific roles, the payments you will receive and other information for you to consider:

One2One (mainstream)

These carers will be paid every four weeks, regardless of whether or not they have a child in placement. When a child is in placement, you will also receive the fostering allowance for that child, based on their age and needs.

You will be entitled to respite care, to give you regular breaks, complete support from our 'Dedicated Placement Support Team' as well as our access to our support line 24 hours a day, 365 days per year.

All carers will have their own social worker who will support them. Ensuring you have all you need and make sure you have access to training and development along the way. All of our carers will be invited to regular 'thank you' events where they can all get together. Our Specialist Carers also provide respite and support to each other.

You will be part of our multi-disciplinary team, looking to find the best way to care for a child and ensuring that their needs are at the centre of all decisions made. You will have ongoing support and guidance as well as receiving bespoke and considered training and development.

**One2One basic payment: £42,552
(paid even if you don't have a child or young person in placement),
rising to: £49,182 - £55,500 per year.**

One2One Carers can't have any children under 18 years living in their home.

Training and Support

We believe that professional training and support is personal - personal to you, your current skills and experience (along with meeting the needs of your role at that time). We will encourage and support you to develop and enhance your skills throughout your career with us.



“ The training was so helpful. No classrooms or essays, it just helped me to make sense of and really understand what would be involved in my role. ”

Leicestershire County Council Specialist Carer

Leicestershire County Council will support you as a foster carer across the following areas:

- Practical and emotional support from your own supervising social worker with regular fortnightly face to face visits and telephone support through the foster carer support line.
- If visits or support are needed in between regular visits, this will be offered by the supervising social worker who is there to support you every step of the way.
- Working with multiple agencies and partners (such as Educational Psychologists, Child and Adolescent Mental Health Services and the Early Help Services) through the delivery of care planning.
- Our Virtual School will provide our foster carers with tips and strategies to help children in their care to get the most out of school and further education.
- Specialised training tailored to support you in meeting the child or young person's needs.

Practical and emotional support to enhance your role and encourage further development.

The 'Virtual School' is a Leicestershire County Council service whose role is to improve the education of Leicestershire's children in care by supporting schools, foster carers and social workers to help children and young people to do their best.



As members of The Fostering Network we are part of an organisation that strives to improve policy and legislation for foster carers and children in care. Our membership provides our foster carers with access to lots of benefits, information and support too.



We are also members of NATP (National Association of Therapeutic Parenting).

The application process

To become approved as a Specialist Carer you will need to be assessed as a foster carer. This process takes between 4-6 months and you can remain in your current employment if necessary, during that time. We will be flexible and supportive to enable you to make plans, learn more and make a considered transition to fostering.

Throughout the assessment process, you will be invited to training, which will further enhance and support your skills and provide an opportunity to meet other carers. Some Specialist Carers remain in their employment throughout the assessment process, but will then leave and fully dedicate themselves to the role.

Stage one of the process is where the checks and references are gathered. Stage two of the process is where you will be allocated your own social worker who will visit you at home to understand you, your skills and how best you may be suited to the role. We run these stages together and during this time, you will attend training to prepare you for the role and continue to receive bespoke training and ongoing development after approval as a Pathway Carer.

Panel

At the end of this process, you will attend our Panel where a recommendation will be made to approve you as a Specialist Carer with Leicestershire County Council.



What next?

You may currently be in employment and considering a change. You may be looking for a new opportunity, one where you can use your skills to make a real difference. Whatever stage you are at in thinking about the Specialist Carer roles with Leicestershire County Council, then the Recruitment Team are here to help.

Call 0116 305 05 05 or email fostering@leics.gov.uk

We can answer your questions, provide further information and arrange for you to talk to one of our carers so you can find out what it's really like.

We can arrange to visit you at home to discuss the roles in more detail.

There is no pressure to progress, just a willingness to help you to decide if this is the next step for you.

So, call us, email us, get in touch, we would love to hear from you.

“ From where Jason was when he first came to us, to where he is now, it's almost unbelievable. It was simply down to dedication, the support we got from the team and never giving up on him. ”

Leicestershire
**Fostering
& Adoption**



FosteringLeicestershire.com