



Cymdeithas Plant Dewi Sant St David's Children Society



Gwasanaeth
Mabwysiadu
Dewi Sant

St David's
Adoption
Service



AFKA
CYMRU

Cymdeithas ar gyfer Maethu,
Gofal Perthynas a Mabwysiadu
Association for Fostering,
Kinship and Adoption



Gwasanaeth
Maethu
Dewi Sant

St David's
Fostering
Service

Recruitment Pack



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Welcome from CEO



Hello and welcome to St David's Children Society.

Thank you so much for your interest in this post and in working for St David's. On the following pages you will find more details about the organisation and the range of services we offer. We hope this information helps you to understand more about St David's, our ethos and values, and the work that we undertake.

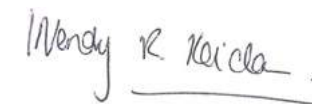
St David's is a registered charity and not for profit adoption and fostering agency. Established in 1942 we are the longest serving Adoption Agency in Wales and we are a partner in the National Adoption Service. Whilst we celebrate our expertise in adoption, we consistently seek to build our services so that we are responsive to the overarching needs of the permanency sector in Wales. In 2022 St David's registered as a fostering agency in order to deliver Welsh Early Permanence and a therapeutically informed fostering service. We also host AFKA Cymru, a successful training and consultancy service which spans the permanency spectrum of adoption, fostering, kinship care and SGO arrangement.

We believe that every child has the right to grow up in a loving family and all our services work towards achieving this aim. Our modern and progressive **adoption services**, our forward-thinking and bespoke **fostering service** and our expert **training and consultancy service** all strive towards achieving the best, and most appropriate, outcomes for children in Wales.

Our services work cohesively offering a 'modernisation of placements' approach providing a range of placement choices, delivered by skilled and expert staff, intended to ensure that the needs of children are met.

We welcome applications from individuals who shares our values and our passion for our work; someone who is committed to achieving the best possible outcomes for vulnerable children in Wales; and someone who can work as part of a small team to support the organisation to grow, develop and prosper.

We look forward to receiving your application.



Wendy Keidan
Chief Executive Officer
St David's Children Society.

About St David's

St David's Children Society specialises in adoption and permanency planning for children and is registered as a not-for-profit Voluntary Adoption and Fostering Agency.

Our **Adoption Service** is dedicated to finding families for vulnerable children across Wales, and committed to ensuring families receive the best post placement and post adoption care.

Our **Fostering Service** offers bespoke, Wales-focused, fostering provision. It is committed to finding foster parents for children looked after in Wales and to offering therapeutic post placement support. Through our fostering registration we also deliver Welsh Early Permanence.

Our **Association for Fostering, Kinship and Adoption (AFKA) Cymru** service develops and embeds good practice across the breadth of permanency planning for children and young people.

St David's Ethos

The purpose of St David's is to be an authentic voice of adoption and other permanent placement arrangements for children in Wales. We celebrate the diversity and complexity of the sector, and the rewarding futures offered to children, parents and families alike.

St David's Values

- **An Open Door** - we are available, accessible, and open to people interested in achieving permanency for children across Wales.
- **A Genuine Welcome** - we offer a warm, genuine, and honest approach in how we deliver our services.
- **An Inspiring Outlook** - we are enthusiastic, creative, and progressive in developing and delivering our services.
- **A Responsible Guide** - we are supportive, responsive, and guiding, building long-lasting relationships with people and professionals.
- **A Supportive Professional** - we are dedicated and reliable in offering expertise in our service delivery.

Our Services



St David's Adoption Service

Vision - Every child with an adoption plan in Wales is found a loving family and supported to be the best that they can be.

Mission - Every adoption journey starts with a child. Our modern and responsive adoption service enables and supports our families across Wales to help children grow and thrive throughout their lives, valuing all relationships that are important to them.



St David's Fostering Service

Vision - Every child living with a foster family is provided with a nurturing environment in which to grow and thrive.

Mission - Through a modernisation of placement approach we will provide open recruitment focused on the needs of children looked after (CLA) and will support families who can nurture children living in Wales where a foster placement is needed.



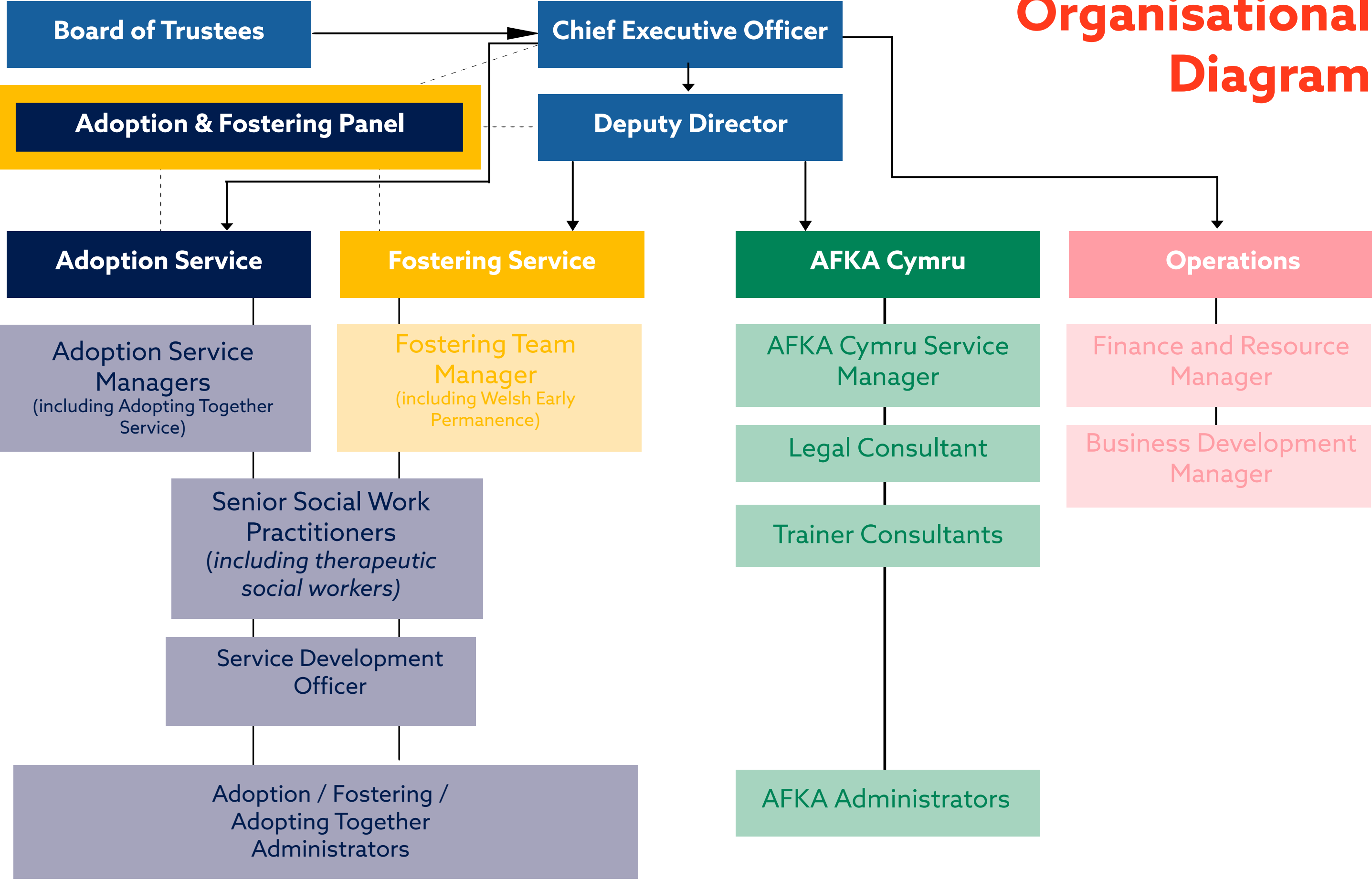
AFKA Cymru

Vision - Today's knowledge supporting tomorrow's families.

Mission - To develop and influence good practice across the breadth of permanency planning for children and young people. We provide advice, training and consultancy to professionals and members of the public to embed practice that achieves the best outcomes for children and their families.



Organisational Diagram



Benefits

St David's Children Society has been finding families for vulnerable children in Wales for over 80 years. None of our work would be possible without the skilled, dedicated and committed staff of St David's.

While working for St David's you will receive a competitive benefits package, these benefits sit outside of contractual arrangements and can be reviewed at any time.

Benefits include:

- Contributory Pension Scheme
- Pension Salary Sacrifice Scheme
- Enhanced Annual Leave entitlement
- Employee Assistance Programme
- Private Health Membership
- Flexible Working

Family Friendly Approaches

As a child-centred organisation we offer flexible working arrangements aimed at supporting the needs of our staff.

Professional Development Opportunities

Your professional development is important to us and we support the Continued Professional Development of our staff by providing a selection of training to support staff in their roles. We will also consider individual staff requests for training and development.

Disability Confident Employer

St David's is part of the Disability Confident Employer scheme. This is a nationally recognised accreditation scheme designed to get more disabled people into work. As a Disability Confident Employer we wish to demonstrate our commitment to equality for people with different needs in the work place and to inclusivity.



Information for applicants



We aim to ensure that every applicant is treated fairly. The information you provide in your application form is the only information we will use in deciding whether or not you will be shortlisted for the selection process. Your application form is therefore very important and the following advice is designed to help you to complete it as effectively as possible.

Your application form should be filled in as completely and as clearly as possible so that we can consider all applicants on the same basis.

Person Specification

The person specification is the list of criteria or requirements regarded as necessary for the post. To be considered for interview you need to fulfil the points of the person specification, demonstrating your abilities by telling us about your experience, skills and knowledge.

Shortlisting

After the closing date, the application forms are read very carefully to see how each person's skills and experience relate to the skills and experience of the person specification. Applicants who meet these requirements are shortlisted for interview. Only information contained in the application will be considered in making the decision to shortlist.

Interviews

The interview panel is normally made up of three people who ask each candidate questions covering the relevant criteria, to allow you to expand on your application and show how you meet the essential requirements of the post. Depending on the role, you may be asked to complete a task or presentation during the interview process.

You will also have opportunity to ask any questions about the role and working in one of St David's Children Society services at the end of the interview.

The interview panel members keep a record of their assessment of applications so that the reason for their decision is clear and consistent.



Choosing to apply

Should you wish to apply to the role you can find more details, including the Job Description, Person Specification and Application Form on our website.

www.stdaidsadoptionsservice.org/workwithus

www.afkacymru.org.uk/contact-us/work-for-us/

Alternatively, you can email HR@stdavidscs.org for more information.

We look forward to hopefully welcoming you as part of the St David's team.



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