



**Diagrama  
Adoption**

## Deputy Adoption Manager

**Salary circa £38k pa. Home-based, covering  
London and the South East.**

Are you looking for a rewarding career supporting a dedicated team to find loving, permanent homes for children in need of adoption?

Our progressive charity is seeking to appoint a highly motivated and dedicated registered (HCPC) Social Worker to manage our small team of Adoption Social Workers.

Are you organised with meticulous attention to detail and flexible in your approach? Do you have an unwavering commitment to safeguarding and always put the needs of the child first? If so, you could be the exceptional individual we're looking for.

Get in touch with our team today to find out how you can transform the lives of vulnerable children.

# About Diagrama Adoption

Diagrama Adoption is an independent, voluntary adoption agency rated GOOD by Ofsted. Our team is dedicated to finding loving families who are able to offer a permanent home for children in need of adoption across London, Surrey, East and West Sussex, Kent and Hampshire.

Our agency is small enough to offer a personalised and friendly adoption experience while benefitting from the expertise and security that comes with being part of a larger, established charitable foundation.

We are fast establishing a reputation as a progressive, caring and child-focused agency, providing excellent support for adopters and children alike. We put children at the heart of everything we do and every decision we make.

We support adopters of all backgrounds

regardless of faith, sexuality or ethnicity and we pride ourselves on offering a tailored service.

Diagrama Adoption focuses on finding new parents for harder to place children, those who have been waiting the longest, and have varying needs.

## **Our history**

Diagrama Adoption was set up to ensure adopters who had been working with Cabrini Children's Society received continued support when the society ceased operation in 2014.

The service has since evolved and we have been busy integrating our own principles and approach to adoption to ensure that those we work with receive the highest possible standard of care, support and preparation throughout this life-changing journey.



# About the role

You will support our Adoption and Fostering Manager in all day-to-day aspects of the service to ensure it is always delivered with the best interests of the children we support at the heart - in line with Diagrama's values and ethos and in compliance with legislation, regulation, national standards, guidance and best practice.

You will:

- coach and develop our team of social workers - who between them have many years of experience in this field - ensuring comprehensive and appropriate supervision and support is provided.
- ensure the expectations of the social worker role are fully understood and that their work meets the high standards we always strive to achieve in order to deliver the best outcomes for the children we aim to support.
- co-ordinate caseload allocation to ensure each member of our social work team has an appropriate workload for an effective and efficient service.
- support Diagrama in identifying opportunities to continue to raise standards of practice across the team, maintain and strengthen team identity



and develop partnerships internally and externally with key stakeholders.

- support and monitor systems and procedures and assist in the promotion of a positive Health & Safety environment.

You will be expected to work some weekends and evenings as necessary, as part of your working week, as well as participate in the roster to provide out of hours telephone support.

## Your qualities

You will be an experienced social work practitioner who has worked in the field

of adoption previously and will be able to demonstrate an ability to manage people effectively.

You will be resilient and have a relentless focus on high quality experiences for families enabled by solid and dedicated social work.

You will bring vision, passion, leadership skills and an operational expertise that will support our service development to outstanding status.

You will be able to evidence how learning has been applied in your practice; and will have an excellent track record of improving the lives of children.

You will be well organised and a skilled verbal and written communicator.

# Why work for Diagrama?

Diagrama is a charity which has supported vulnerable children, young people, adults and families around the world for more almost 30 years.

Our aim is simple - we want a better, more equal society, one that cares for those less fortunate and ensures no-one is excluded. Dedication, innovation and education lie at the core of all our work, with the needs of the individual at the heart of everything we do.

Every member of our team plays a vital role in our journey and is encouraged to help shape it along the way. And we're never afraid to try something new - that's how we learn and get closer to achieving our aims.

[www.diagramafoundation.org.uk](http://www.diagramafoundation.org.uk)



*'Prospective adopters choose this agency over others as they value the personal approach and individual support given by its social workers. Many adopters return to adopt second and third children.'*

*- Ofsted*

**Diagrama Adoption has been rated GOOD in all areas by Ofsted.**

## Your benefits

Diagrama Adoption offers comprehensive individual supervision and is well supported by our dedicated administration team. In addition we provide regular peer support supervision and reflection with a qualified psychotherapist.

We offer a competitive salary, benefits package which includes healthcare and graduated sick pay scheme, and 6.6 weeks' annual leave inc bank holidays).

You will be provided with appropriate equipment, such as phone and laptop to facilitate your work.



## How to apply

If you are interested in this role please send your CV to [hr@diagrama.org](mailto:hr@diagrama.org)

**If you would like to learn more about the role please contact Adoption and Fostering Manager Catherine Moore on 0800 802 1910.**

Candidates invited for interview will be sent an application pack to complete and bring with them. Closing date for receipt of CVs is Friday April 26th, 2019.

[www.diagramaadoption.org.uk](http://www.diagramaadoption.org.uk)

*Diagrama Foundation is committed to ensuring the safety of the vulnerable children we work with is upheld at all times, therefore all positions require an enhanced disclosure and satisfactory references. Diagrama is an Equal Opportunities employer.*