



Family Futures

Family Futures Recruitment Pack



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Hello and welcome to Family Futures!

This recruitment pack is your first step towards a rewarding career at Family Futures. No matter the specific role you're considering, you'll find a supportive and positive environment where you can utilise your talents, grow alongside a dedicated team, and contribute directly to our mission.

We value your skills, dedication, and compassion. Here, you'll have the opportunity to make a real difference in the lives of children and families.

Within this pack, you'll find information about Family Futures, our mission, the specific role you're interested in and the support you can expect from us to help you in your new role. We've also included details about our company culture, benefits, and the exciting career path that awaits you.

Warm regards,



Jay Vaughan MBE
CEO & Registered Manager



Our History, Vision, and Mission

Our history

Jay Vaughan MBE, Alan Burnell OBE and Christine Gordon founds Family Futures as an agency providing assessment and therapy for children post-placement.

1998



In 2006, we became a registered and regulated Adoption Support Agency (ASA). Moved to Floral Place in Canonbury.

2006



Purchased and moved to our 'forever home' at Hornsey Road.

2020



2004

Moved to Britannia Row in Islington.



2008

In 2008 we registered as a Voluntary Adoption Agency



2023

25 year Conference



About Us

Family Futures is a not-for-profit adoption agency and therapy centre, rated Outstanding by Ofsted in 2025 for the fifth consecutive time.

We specialise in providing assessment and treatment services for care experienced children who are traumatised or have attachment difficulties, as well as providing support to adoptive parents, special guardians, kinship carers and foster carers.

We have an integrated multidisciplinary team, and our therapy programme is based upon a neurosequential approach to treating traumatised children.

Our model of therapy (Neuro-Physiological Psychotherapy) is research-evidenced to significantly improve outcomes for children in all areas of their development. We offer a training and consultation service to professionals, parents and carers which aims to disseminate the latest thinking on supporting children and young people to heal from early trauma.

Being a Community Interest Company (CIC) and a not-for-profit organisation, holds immense significance to us. This means that all of our profits are reinvested into the organisation to support our work.

Our Crisis Fund is a crucial pillar of our commitment to providing immediate and impactful assistance to families and children in distress. It is a lifeline and allows us to swiftly intervene and offer the necessary resources and services to alleviate these pressing needs.

A not-for-profit Community Interest Company registered with Ofsted

Vision

A world where all children and young people feel safe and happy in their family, thrive and achieve their potential.

Mission

To help children, young people and their families have safe, happy relationships and improved wellbeing by promoting and enabling access to the right therapy and support that is evidence based and neuro affirming.

Values

- Friendly and kind – meeting you where you're at with respect, acceptance and compassion
- Amplifying voices of under-represented children, adults and families
- Making a difference – sharing expertise globally to promote positive change
- Investing in our people – they make us who we are
- Listening attentively and actively – nurturing and empowering without judgement
- You are what's important – we tailor our approach to your needs

Family Futures will always strive to be the best we can, pioneering a gold standard of evidence-based practice

Our Model Summary

Our Neuro-Physiological Psychotherapy(NPP) program helps children who experienced complex trauma in their birth families. NPP combines various therapies to address the child's emotional and neurological needs, rising from the trauma. It also focuses on attachment, helping children build trusting relationships with their adoptive or foster families.

Our Main Services

iAdopt

An adoption service for people wishing to adopt and children needing to be adopted. We recognise that children who have been subjected to trauma in their infancy need to be parented in a different way by their new families. That's why we provide a unique, integrated support team consisting of a social worker to manage the system and processes, and a therapist to support the child throughout. We welcome applications from all backgrounds and walks of life.

Complex Trauma Service (CTS)

An integrated, multi-disciplinary neuro-sequential assessment and treatment service for care experienced children who are traumatised or have attachment difficulties. We also provide support to adoptive parents, special guardians, kinship carers and foster carers.

Training Courses

Family Futures has a distinguished reputation in providing first class and innovative courses for professionals, adoptive parents and carers. They include courses, workshops and conferences on the latest developments for practitioners working with traumatised children and their families. We also offer a consultancy service for local authorities and agencies which require advice from experts in the field of family placement and child therapy.

Wellbeing Hub

A short-term intervention, evidence-based therapy service for children and young people. We offer 12-week programmes of Occupational Therapy, Sensory Integration therapy, creative arts therapy, Theraplay, talking therapy and parent support therapy. We cover challenges such as anxiety, depression, bereavement, self-esteem issues and stress. This service is for children and young people who are cared for by their birth parents.

Building a Diverse and Inclusive Team

Our Commitment to Equality

At Family Futures, we celebrate diversity and believe in the power of inclusive workplaces. We recognise that everyone's unique background, perspective, and lived experience contributes to our agency's success and fosters a richer, more innovative environment.

We are actively committed to:

- Building a diverse workforce that reflects the communities we serve. We particularly welcome applications from individuals from the global majority.
- Creating a culture of inclusion where everyone feels valued, respected, and empowered to contribute their best work.
- Providing equal opportunities for all applicants and staff regardless of race, ethnicity, nationality, religion, gender, sexual orientation, age, disability, or any other protected characteristic.

Here's what you can expect when you join our team:

- Unconscious bias training for all staff to ensure a fair and equitable recruitment process.
- Regular diversity and inclusion initiatives to foster a welcoming and inclusive workplace for all.
- A culture of open communication where everyone feels comfortable sharing their ideas and experiences.

If you're passionate about making a difference and thrive in a supportive, inclusive environment, we encourage you to apply!

Terms and conditions (Job description and person specification)

Adoption Panel Vice Chair

Job Description

Fees: £150 per day as Panel member

£250 per day when replacing the Panel Chair as Vice Chair

Main tasks:

To read the circulated adoption assessments and related papers carefully before the meeting, and submit questions ahead of the panel meeting

- To attend the meeting prepared to raise relevant issues and to contribute to the panel discussions in a way which promotes discussion and resolution of different and possibly conflicting perspectives
- To take responsibility for participating in the making of a recommendation, on each case, basing your decision on the evidence in the assessment report, the panel discussions and drawing on both personal and professional knowledge and experience to inform your thinking.
- To consistently attend meetings. On average attending a minimum of 6 throughout the year, but this will partly be determined by your role on the panel, and agreed with the agency in advance
- To be prepared to attend additional panels if possible, if requested.
- To participate, with other panel members, in advising on policy and procedural matters as required.
- To actively include in your thinking and panel meeting discussions, matters relating to diversity issues such as cultural heritage, racial identity, gender identity, sexuality, disability.

- To embrace and promote anti-discriminatory practice within Panel and also in providing checks and balances on the work of the Permanency Service.
- To have a good awareness of the safeguarding of children and include this in your thinking and discussions within panel meetings, in order to actively promote the safety of children being placed with Family Futures adopters and Foster Carers
- To ensure the confidentiality of all panel papers and panel discussions.
- To participate in induction and training, which will be at least one day per year.
- To participate constructively in the annual review process of your role within panel and your panel membership and, as required, in reviewing the role of the panel Chair

Occasional Tasks

In collaboration with the Panel Chair, to undertake some or all of the tasks below. Ideally you would undertake each of these tasks at least once per year, depending on the workload of the agency.

- To chair panel meetings, ensuring that all items of business are covered and that the panel operates in accordance with Panel Regulations and Guidance and the policies and procedures of the agency.
- To liaise with the Panel Chair to prepare panel meetings, discuss the quality assurance of papers being prepared for panel; reading panel papers carefully, identifying key issues and signalling the need to alert the Agency Adviser if necessary to ensure, as far as possible, that the case is adequate for submission to panel.
- When chairing the panel, to facilitate the active participation of all panel members in contributing to the panel's consideration of cases and to the making of clear and well-evidenced recommendations with the reasons for these.
- To ensure that clear and accurate minutes are written from the Panel that you have chaired, which records any serious reservations which panel members may have, and to be involved in checking draft minutes before they are sent to the Agency Decision- Maker and to the next panel meeting.
- To be observed chairing a panel by the Panel Chair, as part of the process of the annual review of your role

Person Specification

Experience and qualifications

- Experience, either professionally or personally or both, of the placement of children in adoptive and foster families and of children being cared for away from their birth family.
- Experience of Fostering and/or Adoption Panel membership

Knowledge

- An appreciation of the effect of separation and loss on children.
- An understanding of the impact of early trauma and attachment disruption on children's development and the implications for their future needs
- Awareness of the richness of different kinds of families and their potential for meeting children's needs.
- Some understanding of the purpose and function of the panel and of the agency that the panel is serving or a willingness to learn.
- A developing understanding of the adoption process and of the legislative framework of the work of the panel, or the capacity to develop this knowledge quickly.

Abilities

- Good listening and communication skills
- The ability to read, process and analyse large amounts of complex and sometimes distressing information
- The ability to make an assessment and to form a view, based on the written and verbal information presented to panel, and the confidence to articulate this at panel.
- The ability to use personal and/or professional knowledge and experience to contribute to discussions and decision-making in a balanced and informed manner.
- The ability to work cooperatively as part of a multi-disciplinary team.

- The ability to attend panel meetings as required, arriving on time, and to attend at least one training day each year.
- An established or developing authority and competence to chair a panel, ensuring that the business is covered and that the panel operates in accordance with Regulations, Guidance and the policies and procedures of the agency.
- A developing and/or a willingness to develop
 - The ability to identify key issues and possible solutions and to communicate these clearly.
 - The ability to facilitate the active participation of all panel members in contributing to the panel's consideration of cases and recommendations.
 - The ability to ensure that those attending panel are communicated with respectfully while also ensuring that panel members are able to explore any concerns they may have openly and honestly.
 - The ability to manage expression of strongly held but possibly conflicting views by panel members and to help the panel to reach a recommendation which takes account of all these views.

Attitudes & Values

- A commitment to keeping children within their own family or community where this is possible and to maintaining contact between children living in adoptive families and their birth families where this appears to be in the child's best interest.
- A commitment to adoption and fostering as ways of meeting a child's need for permanence, where this appears to be in the child's best interests.
- A valuing of diversity in relation to issues of ethnicity, religion, gender, disability and sexuality.
- An understanding of, and a commitment to, the need for confidentiality.
- A willingness to increase knowledge and understanding of issues through reading, discussion and training.
- A willingness to contribute constructively to the annual review of the central list and panel memberships and, as required, to that of other panel members and the Chair.
- To show respect and an enthusiasm for the work of Family Futures and its users.
- To show respect to all staff at Family Futures.

Ready to Join Our Team?

We're excited to hear from passionate individuals who share our commitment to supporting families and children.

Here's how to apply:

If you wish to apply, please return a completed application form together with your CV to ingrid@familytfutures.co.uk by 23rd October 2026.

Please download an Application Form: [Application form](#)

Have Questions?

If you'd like to learn more about a specific role and its responsibilities, you can contact our HR department using the contact details above and request a conversation with the relevant hiring manager.

Learn More About Us:

Visit our website, <https://www.familyfutures.co.uk/> to learn more about our services and the impact we strive to make.

We look forward to receiving your application!