Family Futures

Family Futures Recruitment Pack



Ofsted Outstanding Provider

MEMBER new family social supporting our lesbian, gay, bi & trans families

cvaa uk

Family Futures

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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

1998

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



2004

Moved to Britannia Row in Islington.



2006

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



2008

In 2008 we registered as a Voluntary Adoption Agency

2020

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



2023

25 year Conference

Family Futures

About Us

Family Futures is a not-for-profit, independent voluntary adoption agency and specialist therapy centre based in London, rated ‘Outstanding’ by Ofsted in 2025 for the fifth consecutive time.

We support families with holistic, evidence-based therapeutic support in a homely space designed specifically for children. We are here for children affected by early trauma, neurodevelopmental conditions and mental health issues. Our mission is 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.

Alongside our adoption agency services, we provide support to adoptive parents, special guardians, kinship carers, foster carers, and other families, helping them create stable and nurturing environments in which children can thrive.

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.

Family Futures

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

- **F**riendly and kind – meeting you where you're at with respect, acceptance and compassion
- **A**mplifying voices of under-represented children, adults and families
- **M**aking a difference – sharing expertise globally to promote positive change
- **I**nvesting in our people – they make us who we are
- **L**istening attentively and actively – nurturing and empowering without judgement
- **Y**ou 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 neds, rising from the trauma. It also focuses on attachment, helping children build trussing relationships with their adoptive or foster families.

Family Futures

Our Main Services

Adoption Service

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.

Therapy Service

Our multidisciplinary team works with children presenting with a wide range of needs, supporting their emotional wellbeing, development, relationships, and overall resilience.

Alongside our adoption agency services, we provide support to adoptive parents, special guardians, kinship carers, foster carers, and other families, helping them create stable and nurturing environments in which children can thrive.

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.

Family Futures

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!

Family Futures

Terms and conditions (Job description and person specification)

Adoption Panel Member Social Worker

About Us

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

We are dedicated to improving the lives of children, young people, and families through innovative, evidence-based therapeutic support and adoption services. Our multidisciplinary team works with children presenting with a wide range of needs, supporting their emotional wellbeing, development, relationships, and overall resilience.

Alongside our adoption agency services, we provide support to adoptive parents, special guardians, kinship carers, foster carers, and other families, helping them create stable and nurturing environments in which children can thrive.

Diversity and Inclusion statement

At Family Futures, we value the diversity of our staff and believe that everyone's unique experiences, perspectives, and ideas contribute to our agency's success. We actively encourage applications from people from the global majority as we strive to build an inclusive and diverse workforce. We provide excellent staff development opportunities in a highly inclusive environment and are an equal opportunities employer.

We are a neuro-affirming employer and welcome candidates with diverse thinking styles and neurotypes.

As a menopause-friendly employer, FF has policies in place to remove the stigma surrounding the menopause and provide tailored support to staff who may experience symptoms. We recognize that everyone's experience is different and work to meet their individual needs.

Adoption Panel Member Social Worker

Job Description

Fees: £150.00 per day plus travel expenses

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 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.

- 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

Adoption Panel Member Social Worker

Person Specification

Qualifications

- A recognised professional Social Work qualification e.g., CQSW, CSS, CSW, DipSW and Social Work England Registered.

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.

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.

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.

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 as a way of meetings 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 adoption related 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.
- To show respect to all clients and staff by following the Equal Opportunities Policy and working in accordance with the Equality Act (2010).

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:

Application Process: Please contact us on hr@familyfutures.co.uk to request our recruitment pack. Return a completed application form together with your CV to hr@familyfutures.co.uk.

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.

Contact our HR department on:

- **Email:** HR@familyfutures.co.uk or contact@familyfutures.co.uk
- **Phone:** 020 7354 4161

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!