



Jo Fox

Nationality

British / Australian

Time in industry

34 years

Most Recent Assignment

Social Care training for a range of Local Authorities.

Director, Strengthening Practice Ltd.

Qualifications & Certifications

- Bachelor of Social Work, Monash University, Melbourne, 1999
- Certificate of Residential Care, Kangaroo Point College of TAFE, Brisbane, 1991.

Professional Memberships

- British Association of Social Workers (BASW), Full Member (055882)
- Research in Practice (RiP UK), Associate
- Social Work England (SW47540)

Director, Social Care lead

Jo concentrates her practice on improving frontline delivery of services by supporting and challenging practitioners and their organisations to focus on delivering better outcomes for children.

Jo is driven to promote excellence in practitioners working with children and their families using evidence-based, child-centred development tools, to be helpful to children and their families.

Originally from Australia, between 1989 and 1999 Jo worked first on the Gold Coast in Disability Services, and then in Canberra in NGOs and the Department of Family Services. This included five years as a court advocate prosecuting cases for the Canberra Director of Children's Services. She moved to the UK in 2001, where she joined Cumbria County Council Children's Services. In addition to providing front-line support to clients, Jo was responsible for developing training programmes for social work staff. She was appointed to implement the Integrated Children's System (ICS) in Cumbria. Jo has since built upon that experience to support other authorities in successfully implement and utilise the ICS system as part of a practice-based programme.

Jo entered private practice in 2007, providing expertise to Children and Families services across the UK. Offering the benefit of her 20+ years' experience and determination to improve practice, the majority of Jo's work involves the delivery of continuous professional development programmes for social workers in group settings. She promotes the use of evidence-based practice, including the framework for assessment, data management toolset, and recording framework to improve social work interventions and outcomes and to accurately reflect the work of the practitioner.

In the capacity of expert advisor to the UK Department for Children, Schools and Families (DCSF, 2009-10), Jo supported the Government's review of the Integrated Children's System (ICS) implementation and its impact on social workers and the children and families they serve. In this role, Jo wrote national policy and practice guidance for use by all Local Authorities across the UK.

Most recently, Jo has led a team within Strengthening Practice Ltd to build a national coaching service to support social workers across the UK, in partnership with BASW (British Association of Social Work). This was developed as a response to the stress experienced by social workers during COVID and has gone on to become a permanent offering of the British Association of Social Work.

Jo also co-developed a podcast [Helpful Social Work](#) with her colleague Gerry Nosowska.

Key areas of expertise

- ❖ Providing continuous professional development training to social workers and colleagues in Children's Services
- ❖ Developing policy and practice guidance for Children's Services
- ❖ Speaking on current issues and developments in Child Protection
- ❖ Change Management and Project Management
- ❖ Use of technology in Children's Services
- ❖ Assessments of need for children and their families.



Project History & Experience

UNITED KINGDOM

2009 to present Fox & Associates Consulting Ltd (T/A Strengthening Practice Ltd):

Director

In 2009 Jo Fox & Associates was incorporated, retaining the same team of practitioners and creating Strengthening Practice Ltd (SP). SP is a company made up of social work practitioners, IT developers and young people who work as a team to continue to improve outcomes for children and their families through supporting targeted commissioning of continuous professional development programmes, service evaluation and assessment, research and IT development.

Some key projects I was involved with during this period have included:

2020 to 2023 British Association of Social Work

Project manager and content builder

Developed the SWPSS, a professional support service offering free coaching to social workers. This included recruiting and supporting social work volunteers, setting up the IT and infrastructure to run the service, and then facilitating the transfer of the service into the British Association of Social Work.

2015 – Research in Practice Supervision Change project

Facilitator and co author

This was a collaboration with a number of Local Authorities to develop a set of tools and resources that would support reflective supervision in practice.

2011 to 2012 – Hartlepool Borough Council

Team Manager

Took one year off from the business to go back into practice. Managed a team of social workers at Hartlepool Children Services, principally working with adolescents, including young people in need of support, or housing, young people who were looked after by the local authority, and also young people in the youth justice system.

2009 to 2010 – Department of Children, Schools and Families (DCSF)

Social Work Consultant and author

Worked as part of the team developing guidance for Local Authorities to support them in implementing the Munro recommendations around simplification of the Integrated Children System (ICS).

2007 to 2009 – Jo Fox & Associates:

Principal

Jo Fox & Associates were dedicated to providing innovative consultancy, training and technology solutions and services to help practitioners working with children achieve excellence. We worked with local authorities and voluntary agencies to manage change and implement programs developed under the Every Child Matters agenda.



2006 to 2007 – Children's Services, Cumbria Social Services, Cumbria County Council:

Senior Project Manager, Integrated working

Responsible for developing a common assessment, IT-enabled case management system for the Cumbria Children's Service.

2004 to 2005 – Children's Services, Cumbria Social Services, Cumbria County Council:

Project Manager, Integrated Children's System (ICS)

Managed the development and implementation of the practice-driven, IT-enabled system for case management within social care.

2003 to 2004 – Children & Families Team, Cumbria Social Services, Cumbria County Council:

Workforce Development Manager

Responsible for developing practice and performance for social care through evidence-based learning.

2002 to 2003 – Children and Families Team, Cumbria Social Services, Cumbria County Council, Whitehaven and Carlisle Offices, Cumbria:

Social Worker

Responsible for working with children and their families to understand risk and strengths in families and to support them. Carrying out assessments, court work and direct interventions.

AUSTRALIA

2000 to 2001 – Student and Family Counselling Unit, CentaCare, Catholic Education Office, Canberra:

Counsellor

1995 to 2000 Court Unit, Family Services Branch, Australian Capital Territory Dept Education and Community Services, Canberra: Court Officer

1994 to 1995 – Family Services Branch, Australian Capital Territory Dept Housing and Community Services Bureau, Canberra:

Child Protection Officer

1993 Galilee Family Placement Scheme, Canberra: Coordinator (Acting) / Family Placement Worker

1991 to 1993 – Intellectual Disability Office, Queensland Department of Family Services, Gold Coast:

Respite Care Coordinator



1990 Intellectual Disability Office, Queensland Department of Family Services, Gold Coast:
Residential Care Officer

1989 to 1990 – Shepherd Respite Care Centre, Gold Coast:

In-home Respite Worker / Centre Activities Assistant
