



CURRICULUM VITAE

Afzal Ahmed

Contact Details and Professional Membership:

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Professional membership with BASW

SW England Registration: SW19605

Current Enhanced DBS

Member of BASW

Profile:

Afzal has over 26 years of social work experience, including 10 years as a field social worker conducting needs and family assessments. The remaining years have been spent as a senior manager in social work, overseeing and developing services, working on policies and procedures, as well as creating, training, and coaching managers. Afzal is proud to say that he has been a qualified social worker since 1996, which has enabled him to develop his expertise in LAC Permanency working with families, children, and care-experienced young people, including Unaccompanied Asylum-Seeking Children (UASC). These are areas Afzal is genuinely passionate about.

Throughout his career, Afzal has had the honour of serving as a Senior Manager and Lead Age Assessor, providing him with numerous opportunities to contribute to national agendas and influence policymaking. As a practitioner, Afzal is dedicated to ensuring that confidential, professional support and advice are always accessible to individuals in need of social care assistance.

Afzal has experience in conducting assessments of foster carers and kinship carers – Afzal has carried out assessments both in the UK and abroad, with the most recent being in 2011.

Afzal has extensive experience in conducting complex direct work with children, including assessing their needs and risks. In addition to engaging in complex safeguarding and child protection cases, court proceedings, and work with children in care and care leavers.

Afzal has excellent verbal, communication, and interpersonal skills to work collaboratively with prospective carers, children, families and other professionals.

Afzal possesses extensive skills in managing services, teams and business units, including personal management, resource deployment, budgetary control and quality assurance.

Afzal is fluent in Punjabi and Urdu.

Social Work Career:

Afzal qualified as a social worker in 1996, having previously worked as a project manager in a large transportation company.

Afzal has current knowledge of proposed and existing legislation, statutory regulations, government guidance, and standards related to children and fostering. Afzal is familiar with child protection, looked-after children, foster carers, and issues affecting looked-after children. Afzal understands social work theories and values, including research and how to apply them in practice using the most recent and relevant evidence. Additionally, Afzal has a working understanding of attachment theory-based practice and is aware of the mental health needs of children and adolescents.

Afzal possesses skills in assessment and report writing. Afzal has prepared care plans, pathway plans, and court statements. Afzal has extensive experience conducting Merton complaint Age Assessments as well as Human Rights Assessments for various local authorities in London and outer London.

Afzal has conducted high-quality, comprehensive assessments of children and families using the assessment framework to plan, support them in implementing those plans, and review and reassess needs following practice standards. Afzal has worked in various authorities within and outside London since 2004. Afzal initially worked as an independent social worker, progressing from a manager and group manager to his current role as a service manager.

As a social worker, Afzal was responsible for high-risk and complex cases, including young people undergoing mental health assessments. As a manager, Afzal supervised child-care social work staff—planning, allocating, and reviewing the work of the team and individual members, while setting and monitoring practice and performance standards.

As a group/service manager, Afzal took on a joint leadership role in developing and overseeing the strategic policy for young people leaving care. Afzal ensured that operational services for young people leaving care adhered to statutory regulations and guidance. Afzal manages child-care social work staff by planning, allocating, and reviewing the work of units and individual team members, as well as setting and monitoring standards. Afzal was also a Fostering Panel Advisor during the service's reorganisation. Afzal provided effective leadership for the service, taking responsibility, remaining accountable, and motivating staff.

Afzal has worked as part of the senior leadership team in developing and planning services to meet the needs of children and families. Afzal has also led the planning and implementation of effective services for all children with complex needs, including disabled children, looked-after children, and children in need and in need of protection, as well as developing the workforce and creating a learning environment for staff.

Afzal has led the delivery of an effective quality improvement plan with individual service leads that outlines areas for action in the LAC and Permanency Service.

Qualifications:

1981 South Grove Comprehensive School – CSE level

1989 O Levels and BTEC National Diploma in Engineering

1992 BSc Electronic Engineering and Management, Middlesex University

1996 Diploma in Higher Education in Social Work, University of Bedfordshire

1998 Practice Teacher Award

Training:

Afzal has completed a range of additional training courses to enhance and strengthen my practice. These include:

- Sign of Safety 5-day Residency – April 2016
 - Age Assessment – Law Practice & how to avoid Pitfalls – May 2016
 - Group Supervision using Sign of Safety – May 2016
 - Practice Teacher Training (Brunel University)
 - Staff Supervision.
 - Framework for the Assessment of Children in Need.
 - Memorandum Interviewing.
 - Safeguarding Training
 - ACPC Procedures and Working Together.
 - Direct Work & Life Story Work with Children.
 - Equality & Diversity Training.
 - IT training, including Outlook, Mosaic, Liquid Logic, Core Logic, e-Records
 - Sign of Safety Training 2019
 - Post 18 & Appeal Rights Exhausted 2020
 - Merton complaint Age Assessment Training 2020/21
 - Human Rights Assessment Training 2021
 - Role of the LADO March 2023
 - Neglect in Older Children April 2023
 - Public Law Outline for care and supervision proceedings April 2023
 - Age Assessment Refresher Training April 2023
 - Devised procedures and policies for the Unaccompanied Asylum-Seeking Children service, including age assessments.
 - Delivered specialist 'Bite Size' training for social workers working with Unaccompanied Asylum-Seeking Children
 - Delivered training on case recording and pathway planning in-house 23/24
 - Inspection of Semi-Independent unregulated placement 99/01
 - Form F Assessor – refresher training with BAAF Coram January 24.
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Employment History:

January 2017 to date, London Borough of Brent Children and Young People Service
Manager – LAC and Permanency Service

Dec 2015 – Dec 2016 Wokingham Borough Council Children, Young People & Families
Team Manager – LAC & Leaving Care

Between January 2005 and December 2015, Afzal held a senior position with a focus on enhancing services for Ofsted inspections. Involved a bottom-up redesign of services, conducting audits, reviewing policies and procedures, and staff development.

From January 1996 to 2004, Afzal qualified as a social worker and worked with families and children. Afzal developed skills in court work, assessments, preparing witness statements, responding to Merton complaints, conducting age assessments, and giving evidence in court.