



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

JOB DESCRIPTION

POST TITLE: Mockingbird Liaison Worker - Fostering Team
GRADE: Band 7
RESPONSIBLE TO: Fostering Manager
RESPONSIBLE FOR: N/A

Overall Objectives of the Post:

In South Tyneside, we are excited to be introducing the Mockingbird Family Model. Our goal is to create Mockingbird constellations where children and young people can enjoy contact with their siblings, as well as a breadth and depth of other relationships to develop their experience of positive connections, good choices and personal resilience. The constellation will include a Hub Carer home and a number of satellite homes who will work together forming a resilient extended family to support children and young people.

The Liaison Worker is a pivotal role will provide specialist support to our Mockingbird Constellation, as well as connecting the Constellation with the Fostering and wider service. They will help identify, develop and support the Hub Home Carer and Constellation families, and work with them to create an extended family community.

This is a specialist role, and flexible working is a core requirement - this will include evenings and weekends. The postholder will be an excellent networker and relationship builder.

Working under the direction of the Service Manager (Fostering), and closely with a multi-agency Project Team, the Liaison Worker will co-ordinate between the Fostering Network, Fostering Service and Mockingbird Carers to ensure fidelity to the Mockingbird Model.

The postholder will also support the work of the Fostering Service, responsibilities are likely to include supervision of carers within the Mockingbird model.

Key Responsibilities of the Post:

1. *Develop and Support Hub Home Carer and constellation carers. You will:*

- Develop our approach to working with the Hub Home Carer, including identification, induction and ongoing support.
- Provide supervision, mentoring and development for the Hub Carer and ensure they have the capabilities and resources they need to deliver the Hub role.
- Develop our approach to identifying Constellation Carers and how we bring them into a constellation arrangement.
- Lead shared planning meetings to determine which carers join the constellation.
- Ensure that constellation and Hub carers have appropriate delegated authority.
- Provide supervision for some of the Constellation Carers.

- Lead role in managing approvals, withdrawals, deregistration and allegations; developing our approach to the management of these.
- Develop working arrangements between the Hub and Constellation Carers, develop and implement a rich and varied training and development programme.

2. *Developing practice for Children and young people. You will:*

- Ensure that the wellbeing of children in the Constellation is the central concern and goal of the constellation, and that the constellation has a focus on children's permanence planning.
- Work closely with the wider service to enable a robust assessment of fit with the constellation for children, young people and their siblings.
- Assist the wider service and partners in the planning, supervision and review of children's cases where foster family care is a proposal.
- Ensure the constellation delivers LifeStory work for children and young people.
- Ensure the Hub Carer provides a creative social programme through close liaison, support and delivery - this will include attendance.
- Support the constellation to develop creative responses to children's contact plans, and provide feedback and insight which will help to shape contact planning.
- Pro-active intervention and support when there is a risk of placement breakdown; sensitive management of change for children and young people.
- Put in place arrangements for contact between the constellation and the Fostering Service on an out of hours and emergency basis.

3. *Establish the Mockingbird model. You will:*

- Develop an excellent understanding of the Mockingbird model and practice; engage with national and regional learning events.
- Promote the model positively and work closely with our communications team to develop an impactful communications campaign, which observes the requirements of The Fostering Network.
- Work effectively with the project team to deliver the implementation plan and foster shared understanding and commitment with the wider service and partners.
- Pro-active communication with partners to ensure they align resources to meet the needs and requirements of children in the constellation, and support the Hub and constellation carers.
- Lead responsibility for the ongoing review and development of the Mockingbird Operations Protocol.
- Maintain records to support evaluation of impact, working closely with The Fostering Network and our Strategy and Performance Team.

4. *Fostering Service*

Be a key member of the Fostering Service and support their wider work. You will:

- Support the recruitment and assessment of potential foster carers and ensuring that Mockingbird procedures are aligned with Foster Service standards.
- Provide direct monitoring, supervision and support to an allocated number of Fostering Families not in the Constellation (as agreed with the Foster Service Manager).
- Support the foster service training programme.
- Ensure that the review of Foster Carers is timely, robust and comprehensive.
- Present work as required to the Fostering Panel.
- Offer support and advice to workers in the practice teams on fostering issues.

5. *General*

- Represent South Tyneside and the fostering service in professional forums, panels and working groups as required.
- Develop effective and impactful working relationships which observe appropriate professional boundaries.
- Contribute to the development of a thriving service.

Evening and weekend work is required for this post

South Tyneside Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Successful applicants will be required to produce an Enhanced Certificate of Disclosure from the Disclosure and Barring Service.

All employees have a responsibility to undertake training and development as required. They also have a responsibility to assist, where appropriate and necessary, with the training and development of fellow employees.

All employees have a responsibility of care for their own and others health and safety.

The above list is not exhaustive and other duties relevant to the post may from time to time be required. Variation may also occur to the duties and responsibilities without changing the general character of the post.

Reference: JM/CL

Date: 21.05.20