



## Fostering Children and Families Social Work Practitioner

### Information about the role:

**Grade:** I/J

**Group:** Children's Social Care and Lifelong Learning

**Service:** Children's Social Care

### What we want you to do:

1. To act as the lead professional and supervise and support a caseload of foster carers that requires extensive and skilled assessment and interventions that are purposeful, timely and of high quality, in line with agreed policies, procedures and guidance.
2. To be an integral part of recruitment of foster carers, including attending recruitment events.
3. To be able to complete comprehensive assessments of prospective foster carers with good quality analysis that are completed in a timely manner.
4. To be part of a duty rota which may require you to be involved in matching children and young people with foster carers in line with needs, skills and experience.
5. To ensure all allocated cases are subject to appropriate review in relation to individual need and local and national policy and legislation.
6. To support and promote the education of children in our care and young people to meet their aspirations.
7. To promote the safety, health and wellbeing of children and young people in our care and develop support and interventions to promote stability within the fostering home.
8. To develop and embed multi-agency and multi-disciplinary approaches and promote and model effective working arrangements across Childrens Social Care including specialist support services, family hubs, schools, and other settings, so that children in our care and young people receive holistic interventions that promote a positive journey through intervention and support.
9. To work within the Councils scheme of delegation and authorisation and ensuring that all recommendations and decisions are brought to the attention of the designated manager.
10. To ensure that record keeping, and report writing is timely and accurate, kept up-to-date and fully compliant with the Council's recording systems and quality standards and evidences the voice of the child/young person and their journey.
11. To participate in such activities as directed by the team manager that contribute to ongoing review and improvement of practice and service standards within a culture of learning and continuous improvement.
12. To take responsibility for ensuring individual practice is subject to continuous improvement and meets with local and national professional standards, including attending training and professional development events and activities relevant to the role and necessary for registration with SWE and participating positively in professional supervision and annual appraisal (A&D) review.
13. Such other responsibilities allocated which are appropriate to the grade of the post.

## What you need to be successful ... the essentials

### Qualifications

#### Grade I

- Recognised Social Work Qualification or equivalent (SW Degree, CQSW, Dip SW or CSS)
- Social Work England registration
- Enhanced DBS clearance
- Current driving license and access to a car or means to mobility support.

#### Grade J

- Successfully completed at least one Post Qualifying Level 7 Social Work Award module e.g. one 20 credit Post Qualifying Module or a Masters Level qualification in Social Work, or Post Grad Diploma at Level 7.

### Knowledge

#### Grade I/J

- An understanding of and ability to apply relevant legislation and guidance including the Children Act 1989 and Children and Families Act 2014, National Minimum Standards and Fostering Regulations.
- Knowledge of, and a willingness to expand upon, an understanding of current issues in social work practice.
- Knowledge of Relationship Focused Practice and solution focused approaches.
- Identifying and implementing appropriate plans to support foster carers to meet the needs of children in our care with a positive, creative and solution focussed approach.
- An understanding of child development across the age group and inhibitors to growth and development
- Good assessment and analytical skills with an ability to place the child at the centre of all practice and decision making.
- Statutory and organisational contexts, corporate parenting responsibilities and Government policy contexts and drivers

### Experience

#### Grade I

- Working in a statutory children and families social care setting and within statutory frameworks
- Experience of safeguarding and working with looked after children & young people and working intensively with families and children
- Assessing children and their families and/or carers.
- Assessment, analytical report writing and communication skills.
- Effective communication and interpersonal skills when working with both professional colleagues and children and is able to demonstrate working with others and behaving in a way that respects the rights of others, taking into account their needs and is not discriminatory.
- Using IT systems with the ability to record and maintain electronic case records.

#### Grade J

- You must have two years post-qualifying experience **or** have successfully completed the ASYE year **and** be able to demonstrate significant progression since that time.
- Undertaking complex assessments of needs and risk and formulating plans and complex interventions targeted at affecting change



## **Our social work standards ... how we want you to be**

### **CUSTOMER FOCUSED**

Puts the customer first and provides excellent service to both internal and external customers

### **COMMUNICATION AND ENGAGEMENT**

Uses appropriate methods to express information in a clear and concise way to make sure people understand. Shares and listens to information and ensures employees views are sought out: listened to and make a difference. Facilitates and empowers employees to make things happen. Treats individuals with respect and consideration.

### **TEAM PLAYER**

Works with others to achieve results and develop good working relationships

### **DEVELOPING TEAMS AND INDIVIDUALS**

Promotes and supports team and individual learning and development and uses delegation to create a sense of ownership and high-level organizational issues, and encouraging individuals to stretch beyond their current capabilities.

### **MAKE THINGS HAPPEN**

Takes responsibility for personal organisation and achieving results

### **FLEXIBLE**

Adapts to change and works effectively in a variety of situations

### **LEARN AND DEVELOP**

Actively improves by developing and applying new skills and knowledge and learns from past experiences

### **MANAGING PERFORMANCE**

Effectively manages the performance of teams and individuals to ensure results are achieved

### **PERSONAL IMPACT**

Is self-aware, learns continuously and adapts behaviour in response to feedback. Makes things happen, operates with resilience, flexibility and integrity



be the difference.

