Job Title Senior Social Worker Permanency Support

Grade 10

**Our Vision**

An innovative, ambitious, and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

* Have access to more good jobs and share the benefit of economic growth
* Live in thriving and sustainable communities
* Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

* Ambitious – We are ambitious for our communities and the people of Staffordshire
* Courageous – We recognise our challenges and are prepared to make   
  courageous decisions
* Empowering – We empower and support our people by giving them   
  the opportunity to do their jobs well.

About the Service

Together4Children are 4 Local Authorities, Staffordshire County Council, Stoke-on-Trent City Council, Shropshire Council and Telford & Wrekin Council who have come together in an innovative and forward-thinking Partnership.

We are working together to improve outcomes for those children who enter care and are not able to return to their families of origin. We aim to ensure that our children achieve emotional, physical and legal permanence; growing up in loving homes with adults who provide them with a strong sense of security, continuity, commitment and identity.

Together4Children operates through a hub and spoke model enabling Local Authorities to benefit from core central functions and networked regional delivery, whilst retaining direct service delivery functions within their own borders. This ensures the Partnership reflects the local context, adapted to meet the needs of local children and families, and maintains clear links to local Children & Families Services.

The Together4Children Partnership provides the Regional Adoption Agency for the partner Local Authorities. By working together, we aim to:

* Make best use of our collective resources to recruit, assess and support prospective adopters and foster carers across the region.
* Improve the quality and speed of matching for children through better planning and by having a wider choice of families.
* Provide high quality support to children and their families delivered through a combination of direct provision and effective partnerships.
* Provide all children and their families with the right support at the right time through a consistent permanency support offer available across the region.
* Respond to the regulatory requirements in respect of Adoption (including Non-Agency Adoptions and Intercountry Adoption).

**About the Role**

As a Senior Social Worker (Permanency Support), the postholder is required to undertake a range of tasks in relation to the Adoption System/Permanency Support, as allocated by the Team Manager (Permanency Support). As an experienced Senior Social Worker, the postholder is expected to be working towards the level of ability where they can operate self-sufficiently (within normal arrangements for management accountability) in the application of relevant legislation, regulations, policies, procedures, guidance and practice. As a Senior Social Worker (Permanency Support), the postholder will be required to manage a more complex caseload.

The nature and demands of the postholder’s time are not always predictable and there will be an expectation that work will be required outside normal office hours from time to time, as required by the Partnership. The postholder will need to work flexibly across the regional footprint (including the use of touchdown bases to support agile working) in order to meet the needs of the Service.

Reporting Relationships

Responsible to: Team Manager Permanency Support

Key Accountabilities:

1. As a Senior Social Worker (Permanency Support), undertake a range of tasks in relation to (Permanency Support), as allocated by the Team Manager. This includes holding and managing a full caseload, prioritising all work in accordance with appropriate legislation, regulations, guidance, policies, procedures, standing orders and budgets. As a Senior Social Worker, this includes taking responsibility for a caseload of complex cases and other duties (as appropriate).
2. As a Senior Social Worker (Permanency Support), set the standard for colleagues to follow, supervising the work of other members of the team and actively coaching, mentoring and developing them. This includes co-working cases with less experienced/none social work qualified members of the team and to take responsibility as part of that process for sharing and developing their learning. This includes direct and group work with children and families.
3. As a Senior Social Worker (Permanency Support), review and monitor the provision of Permanency Support, ensuring services are established, are robust and maintained to meet the identified needs of eligible adoptive families. This includes the planning, organisation and facilitation of Support Groups across the region.
4. Act as a broker between adoptive families and the placing Local Authority and the responsible Local Authorities to ensure agreed Permanency Support is delivered through a timely, needs led and evidence-based approach.
5. Provide high quality and timely assessments and reports in the agreed format. This includes preparing assessments and reports for Court Proceedings, Child Protection Case Conferences, Statutory Reviews, and any other forum as directed by the Team Manager (Permanency Support).
6. Maintaining client records (electronic and paper) in line with policies, procedures, and guidance of the Together4Children Regional Permanency Arrangement.
7. Participating in regular supervision or consultation with the Team Manager (Permanency Support), ensuring that they are always made aware of significant issues in respect of Adopters, Children and Families.
8. Supervising and supporting the professional development of members of the team, including social work students and non-social work qualified staff on the team when required.
9. Seek to work in Partnership with colleagues across the Together4Children Regional Permanency Arrangement, within individual Local Authorities and outside partners/agencies to achieve identified outcomes for vulnerable children in their service area.
10. Participate in the formulation of new initiatives, and policy across the Together4Children Regional Permanency Arrangement or within an individual Local Authority (as appropriate). As a Senior Social Worker (Permanency Support), this includes taking a lead role within the Hub for researching and developing evidence-based practice and sharing this with other colleagues.

This post is designated as Essential car user

**Professional Accountabilities:**

The post holder is required to contribute to the achievement of the Council objectives through:

**Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

**People Management**

Engaging with People Management policies and processes

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the Council’s climate change strategy.

**Health and Safety**

Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **Minimum Criteria for Disability Confident Scheme \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership**   * Appropriately Qualified and Registered Social Worker. * Willingness to work towards additional professional qualification in a related area e.g. Practice Educator. * Willingness to work towards a Management Qualification. * Evidence of continuous professional development within Children’s Social Care. | A  A  A  A |
| **employer_small** | **Knowledge and Experience**   * Minimum of three years of post-qualifying experience.      * Experience of working within the framework of the Children Act 1989, Adoption and Children Act 2002, Children Act 2004, Care Planning Regulations; and other relevant legislations including Working Together to Safeguard Children. * Extensive knowledge of child development and the impact of early childhood trauma, separation, and loss on adopted children. * Ability to use advanced theoretical / practical / procedural / organisational / policy knowledge across a specialist area and has detailed knowledge of organisational policies, practices, or procedures. * Understanding of the effects of problematic situations experienced by the children and families with whom we work. * Extensive knowledge of the effects and disability and chronic illness on children and families. * Relevant training and experience in safeguarding. * Experience in a wide range of aspects of the social work role across the Children’s Social Care System. * Ability at a higher level to initiate and develop close working partnerships with statutory, voluntary, and private agencies to gather/share information in order to facilitate decision making for effective service delivery. | A  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| **employer_small** | **Skills**  This post is designated as essential car user.   * An ability to undertake high quality complex assessments, planning, monitoring, and review of individual cases. * Able to use highly developed communication skills to confidently present complex/sensitive information in an understandable way, adapting the style to a range of audiences. * Demonstrate at a higher level the ability to undertake direct work with children and their families using a range of evidence-based models. * Demonstrable ability to self-time manage and assist social care staff to time manage. * Ability to facilitate the learning of students, supporting newly qualified social workers in practice. * The ability to work as part of a team and to contribute to the development of services through a team approach. * High standards of ICT literacy and skills. | A/I  A/I  A/I  A/I  A/I  A/I  A/I |

**employer_small** If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting

Talent & Resourcing Team 01785 278300