

Regional Family Finding Practitioner Grade 7

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 is an innovative and forward-thinking Partnership of 4 Local Authorities, Staffordshire County Council, Stoke-on-Trent City Council, Shropshire Council and Telford & Wrekin Council.

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.

Reporting Relationships

Responsible to: Regional Principal Manager and Regional Permanency Coordinator

Key Accountabilities:

1. Actively support the Permanency Coordinators in Family Finding across the regional footprint. This includes working across the Children's Social Care Teams of all Together4Children partners.
2. Working through a whole family approach to deliver a comprehensive range of Permanency Services relating to Family Finding. This may include a Family Finding caseload of complex adoptive children and families, using evidence-based programmes, tools and approaches.
3. Actively engage with Looked After, and previously Looked After Children and Young People, their parents, Carers, and families; completing direct work relating to Family Finding (including emergency work), maximising their involvement in accordance with outcomes identified in the child's plan.

4. As a member of the Central Regional Permanency Hub, act as a key worker for specific Family Finding cases; working alongside Senior Social Workers/Social Workers where appropriate and required.
5. Deliver evidence-based group work as directed by the Principal Manager and Regional Permanency Coordinators in respect of Family Finding.
6. Deliver effective, timely end to end case work management, complete case recording and maintain case management records in accordance with the policies, procedures and guidance of the Together4Children Regional Permanency Arrangement.
7. Signpost to and support adoptive families to engage with appropriate agencies and activities to promote their life chances and outcomes whilst undertaking Family Finding activity.
8. Contribute to the duty rota for the Adopter Recruitment Enquiry Line and other activities within the Central Regional Permanency Hub (as appropriate).
9. If required, on occasions provide verbal or written evidence in both civil and criminal Court Proceedings, as directed by the Regional Permanency Coordinator.

Other Information

This post is designated as an essential car user.

The post holder will need to meet the travel requirements of the role regionally.

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.

This post has no political restriction.

As an Authority we are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expect all staff to share this commitment. This position is subject to a criminal record check from the Disclosure and Barring Service.

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.

Environment

Deliver a reduction in the Councils' environmental impact through a proactive focus on key priorities to support the economy, nature and communities.

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

| Minimum Criteria for Disability Confident Scheme * | Criteria | Measured by |
|--|---|---|
|  | <p>Qualifications/Professional membership</p> <p>Minimum standard of NVQ 3 in respect of working with children and their families or equivalent qualification or experience.</p> | <p>A/I/T</p> |
|  | <p>Knowledge and Experience</p> <p>Experience of working directly with children, their families or carers in a relevant setting.</p> <p>An understanding of child development and the effect of stress and trauma on child development and how to overcome the effects</p> <p>Demonstrate an understanding of effective challenge to discriminatory or inappropriate behaviour within families and agencies.</p> <p>An understanding of, and ability to comply with, Safeguarding Procedures.</p> <p>An understanding of the key pieces of legislation which govern children’s safeguarding, welfare and education.</p> <p>An understanding of how to appropriately signpost or intervene with those families with identified unmet needs including SEND</p> <p>An understanding of the work of other agencies and a commitment to multi-agency working.</p> <p>Experience of facilitating/leading accredited and evidenced based parenting programmes.</p> <p>Knowledge and ability to undertake assessments and make appropriate decisions, in line with professional accountability.</p> <p>Knowledge of mental health, substance misuse, domestic abuse, poverty and other vulnerabilities and how these impact on families.</p> | <p>A</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A</p> <p>A</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> |
| | <p>Knowledge of partners, agencies and their role in supporting families.</p> | <p>A</p> |

| | | |
|--|---|-----|
| | Knowledge and understanding of the education system and services, with experience of motivating children to raise aspirations and attainment. | A/I |
| | Experience in the use of IT to both record information and inform data gathering, ensuring accurate communication of all information. | A |
|  | Skills | |
| | Ability to communicate clearly and precisely in the most appropriate way. | A |
| | Ability to effect change in difficult circumstances. | A/I |
| | Ability to work on own initiative and as part of a team. | A |
| | To demonstrate reflective practice. | A |
| | Ability to work effectively in situations of conflict and resolve difficulties. | A/I |
| | Ability to manage time effectively and work within agreed timescales. | A/I |
| Ability to work 'flexibly' to meet the needs of children, young people and their families. | A | |



*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. This scheme will also apply to Care Leavers and Armed Forces/Veterans.

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