

## Senior Social Worker: Adoption Assessment & Support

### Together4Children Permanency Partnership



October 2019

Together4Children Locality Permanency Hub Hosted by Staffordshire County Council		
Post Title:	Grade:	Role Type:
Senior Social Worker: Adoption Assessment & Support	10	B

**Our Vision:** *Children who cannot live in their family of origin 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.*

**Our Mission:** *To improve outcomes for Looked After Children and Previously Looked After Children, through a regional partnership; maximising resources and capacity, delivering flexibility, and leading to sustainable improvements in practice and service delivery.*

### Our Strategic Outcomes:

- 1) *Children entering care, who require long-term/permanent care away from their birth parents, will achieve emotional, physical and legal permanence, giving them a sense of security, continuity, commitment and identity.*
- 2) *Prospective Adopters, Adopters, Foster Carers, Connected Persons and Special Guardian's will feel better supported throughout their journeys, providing local, safe, resilient, caring, stable and loving homes for children.*

### About Together4Children:

4 Local Authorities, Staffordshire County Council, Stoke-on-Trent City Council, Shropshire Council and Telford & Wrekin Council 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).

## Reporting Relationships:

**Responsible to:** Team Manager: Adoption Assessment & Support

## Key Relationships:

**Internal (to the Partnership):** Together4Children Senior Leadership Team (SLT), Wider Leadership Team (WLT), Operational Management Team (OMT), the Central Regional Permanency Hub and the Locality Permanency Hubs.

**External (to the Partnership):** Children's Social Care Teams, external partners/commissioned services and Adopters, Foster Carers, Connected Persons and Special Guardians.

## Role Purpose:

As a Senior Social Worker (Adoption Assessment & Support), the postholder is required to undertake a range of tasks in relation to the Adoption System, as allocated by the Team Manager (Adoption Assessment & 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 (Adoption Assessment & Support), the postholder will be required to manage a more complex caseload.

## Key Accountabilities:

1. As a Senior Social Worker (Adoption Assessment & Support), undertake a range of tasks in relation to Adoption Assessment & 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 (Adoption Assessment & 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.
3. To recruit, prepare, assess and train prospective adoptive parents, including those who express an interest in adopting a child from other countries and non-agency adoptions. This practice should be undertaken in accordance with appropriate legislation, regulations, guidance, policies and procedures. This includes direct and group work with children and families.
4. Through a child-centred approach, match Looked After Children with prospective adoptive parents.

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 (Adoption Assessment).
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 (Adoption Assessment & 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 in order 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 (Adoption Assessment & Support), this includes taking a lead role within the Hub for researching and developing evidence-based practice and sharing this with other colleagues.

## **Professional Accountabilities:**

The post holder is required to contribute to the achievement of the Partnership's 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

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
   	<b>Qualifications &amp; Professional Membership:</b> <ul style="list-style-type: none"> <li>Appropriately Qualified and Registered Social Worker.</li> <li>Willingness to work towards additional professional qualification in a related area e.g. Practice Educator.</li> <li>Willingness to work towards a Management Qualification.</li> <li>Evidence of continuous professional development within Children's Social Care.</li> </ul>	<p>A</p> <p>A</p> <p>A</p> <p>A</p>
       	<b>Knowledge &amp; Experience:</b> <ul style="list-style-type: none"> <li>Minimum of three years of post-qualifying experience.</li> <li>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.</li> <li>Extensive knowledge of child development and the impact of early childhood trauma, separation and loss on adopted children.</li> <li>Ability to use advanced theoretical / practical / procedural / organisational / policy knowledge across a specialist area and has detailed knowledge of organisational policies, practices or procedures.</li> <li>Understanding of the effects of problematic situations experienced by the children and families with whom we work.</li> <li>Extensive knowledge of the effects and disability and chronic illness on children and families.</li> <li>Relevant training and experience in safeguarding.</li> <li>Experience in a wide range of aspects of the social work role across the Children's Social Care System.</li> </ul>	<p>A</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>



### Skills:

A/I/T

A/I/T

A/I/T

A/I/T

A/I/T

A/I/T


A/I/T

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**Other:**

A/I/T

A/I/T

 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 Jobcentre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention and career development of disabled people.

**Recruitment Team on 01785 276113**