

Senior Practitioner - Fostering

Grade 10

About the Service

Our aim is to create an environment where families are supported to stay together safely and live well in their communities by building on their strengths.

This is the right thing to do. Families tell us they do not want to be in services and evidence says that lives are better when needs can be met early within the family or community.

Working in this way is also more sustainable. We can support more families to live better lives if we focus on addressing needs as early as we can. This report details the changes we have already made across the children and families system

About the Role

To carry out a range of social work interventions as allocated by the team manager, embracing a restorative approach to practice and where assessed as safe, support families to develop their own plans via Family meetings or Family Group Conferencing, to maintain children within the support of family networks and professionals.

Promote strength-based relationships in all aspect of work undertaken in the district with staff, partners, colleagues and children and families.

Reporting Relationships

Responsible to: Team Manager - Fostering

Responsible for: Providing coaching mentoring and support for social workers and social work students and non- social work staff as and when required. In the District this will include day to day line - management and co-ordinating of PA support to social workers

Job ID: 8211023/G10/ECU

Key Accountabilities:

1. Holding and managing more complex work, prioritising all work in accordance with the Directorate's policies and procedures, budgets and all relevant legislation.
2. To provide the day to day line-management and coordination of PA Support to social workers with utilising the support of Business Administrative Lead for professional advice and guidance.
3. Promoting and ensuring that family Group Conference and family meetings are offered to all families that are allocated. Ensure as part of assessment and plans to support families that Family Group Conferences/Family Meetings are offered to all families allocated.
4. Promoting, encouraging and ensuring that there is a focus upon quality of practice and achieving positive outcomes for children and families
5. Providing high quality and timely assessments and reports in the agreed format for Court's, Child Protection Case Conferences, Statutory Reviews and any other forum as directed by the Team Manager.
6. Planning, carrying out and monitoring all activities required for individual children and families to ensure that outcomes for children are aspirational and where appropriate achieved in partnership with other relevant agencies.
7. Completing regular reviews of individual children's and families situations and using the outcome to develop new arrangements and plans in partnership with the family and other agencies.
8. Maintaining client records in line with the Directorate policies and procedures within the framework provided by the Integrated Children's System.
9. Developing and sustaining positive working relationships and partnerships which enable safe plans to be created which maintain children within their

home environment or their effective rehabilitation back home in the future.

10. Participating in the development of new initiatives and policy across the Directorate as appropriate.
11. Always working within the professional ethics and disciplines of social work as described in the code of ethics and the Social Work England standards
12. To support the Team Manager in the development of staff and the team including coaching and mentoring social workers, social work student and non- social work staff.
13. Undertake any other duties commensurable with the grade and post, including deputising in the absence of the Team Manager.
14. Flexibility to work at any other location across the district as and when required.
15. Availability to work out of hours, evenings and weekends

Person Specification

Qualifications/Professional membership

- Professional Social Work qualification (DIP SW, CQSW, CSS) or other Social Work qualification where certified by Social Worker England
- Registration with the Social Work England

Knowledge and Experience

- Substantial post qualifying experience
- Wider range of experience in social work role
- Experience of working with complexity of workloads
- Understanding of key pieces of legislation in respect of children 's welfare, safeguarding, child in need, children in our care, care leavers and children with disability and SEND.
- Sound knowledge of child development
- Sound knowledge of family dynamic and the impact that this has on children lives.
- Good understanding range of vulnerabilities that children and their families face and the impact of this.
- Sound knowledge of the impact of illness and disability on children and their families.

Skills

- An ability to undertake high quality timely assessment, planning, monitoring and review of individual cases
- An ability to develop relationships with children, their parents and their relevant carers and work restoratively to support families
- The ability to work as part of a team and to contribute to the development of services through a team approach
- Skills in direct work with children and adults
- Effective communication skills at all levels
- Ability to prioritise work and manage competing demands
- Effective recording and report writing skills
- High standards of ICT literacy and skills and how embracing a digital world can open up opportunities to communicate and engage with families and young people in different ways
- A flexible approach to undertaking the social work task
- Commitment to high quality services for children and their families
- Commitment to personal growth and development
- Commitment and ability to demonstrate restorative approaches to working with Families and Children
- Car Driver (suitable adjustments made in line with Equalities Act 2010)

This post is designated as an essential car user

CFP



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