

## Job Title - Fostering Family 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**

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 work with families and others using a restorative approach, offering high support and high challenge and interventions to help stabilise and support children, young people and their families to remain together

### **Reporting Relationships**

**Responsible to:** Fostering Team Manager

**Responsible for:** n/a

### **Key Accountabilities:**

1. Underpinned by our restorative practice model work with children and families to support children to remain within or return to their families or to stabilise and support fostering and connected persons families.
2. Developing, facilitating and organising family and professionals' meetings, events and support groups
3. To provide practical, emotional and coaching support to children and their carers

4. To support fostering families, Special Guardians and children utilising Social Learning Theory, Social Pedagogy and Restorative Practice models to deliver direct work intervention
5. Carry out work outlined within assessment and planning on specific topics with children, families and carers (including but not limited to) staying safe, loss and grief, behaviour management, attachment and criminal exploitation. This may include time limited direct work to enable children to remain with their fostering and connected families.
6. To undertake flexible, creative and imaginative approaches to offering support to children, young people their families and carers.
7. Under guidance to contribute to relevant assessments, foster carers annual reviews and foster carer supervision, support and training
8. To contribute to the recruitment and retention of foster carers by taking enquiries and assisting with events and activities.
9. To support the completion of documentation, reports and records.
10. To be available outside of traditional working patterns including evening and weekends to provide support to children, families and carers when it is needed.

### **Other Information**

This post is designated as an essential car user.

The post holder will need to meet the travel requirements of the role both locally / regionally and nationally.

This post includes working 1 in 4 weekends

This post has no political restriction.

This post is identified as safety critical; therefore you may be subject to random alcohol and drug testing. This is to help ensure the health, safety and wellbeing of all employees and service users.

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

<b>Minimum Criteria for Disability Confident Scheme *</b>	<b>Criteria</b>	<b>Measured by</b>
	<b>Qualifications/Professional membership</b> <ul style="list-style-type: none"> <li>• Minimum standard of NVQ3 in respect of working with children and their families or equivalent</li> </ul>	A/I
	<b>Knowledge and Experience</b> <ul style="list-style-type: none"> <li>• Experience of direct work with children, their families and carers in a statutory or voluntary agency which provides services to vulnerable children and their families</li> <li>• Experience in the use of IT including Microsoft packages</li> <li>• An understanding of child development and the effect of stress and trauma on child development.</li> <li>• Knowledge of mental health, substance misuse, domestic abuse, poverty and other vulnerabilities and how these impact on families</li> <li>• Knowledge of partners, agencies and their role in supporting families</li> <li>• An understanding of the key pieces of policy, guidance and legislation which govern children's social care.</li> <li>• Experience of facilitating/leading accredited and evidenced based parenting programmes and programmes that support fostering families and special guardians.</li> <li>• Knowledge and ability to undertake assessments and make appropriate decisions, in line with professional accountability.</li> </ul>	A/I  A/I  A/I  A/I  A/I  A/I

<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to effectively communicate with children, their families and carers</li> <li>• Ability to build relationships and deliver interventions to children,families and carers.</li> <li>• Ability to work effectively in conflict situations</li> <li>• Ability to use IT systems and to write a good standard of records.</li> <li>• Commitment and ability to demonstrate restorative approaches to working with children and families.</li> </ul> <p>This post is designated as an Essential car user</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
---------------	---	--



 \*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