

Social Worker: Permanency Support

Grade 9

About the Service

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).

About the Role

As a Social Worker (Permanency Support), the postholder is required to undertake a range of tasks in relation to the Adoption System, as allocated by the Team Manager (Permanency Support).

Reporting Relationships

Responsible to: Team Manager: Permanency Support

Key Relationships:

Internal (to the Partnership): 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.

Key Accountabilities:

1. As a 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.
2. As a 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 children and families. This includes direct and group work with children and families as well as the planning, organisation and facilitation of Support Groups across the region.
3. Act as a broker between adoptive families and the placing Local Authority and the responsible Local Authorities to ensure agreed Permanency Support are delivered through a timely, needs led and evidence-based approach. This includes direct and group work with children and families.
4. 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).

5. Maintaining client records (electronic and paper) in line with policies, procedures and guidance of the Together4Children Regional Permanency Arrangement.
6. 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.
7. Supervising and supporting the professional development of social work students and non social work qualified staff on the team when required.
8. 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.
9. Participate in the formulation of new initiatives, and policy across the Together4Children Regional Permanency Arrangement or within an individual Local Authority (as appropriate).

Person Specification

Qualifications/Professional membership

- Appropriately Qualified and Registered Social Worker.
- Evidence of continuous professional development within Children's Social Care.

Knowledge and 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.
- Knowledge of child development and the impact of early childhood trauma, separation and loss on adopted children.
- Understanding of the effects of problematic situations experienced by the children and families with whom we work.
- Understanding of the appropriate Adoption "Assessment Framework".
- 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.

Skills

- An ability to undertake high quality complex assessments, planning, monitoring and review of individual cases.
- An ability to complete direct work with children, their parents and other relevant carers in the processes outlined above.
- The ability to work as part of a team and to contribute to the development of services through a team approach.
- Able to use developed communication skills to confidently present complex/sensitive information in an understandable way, adapting the style to a range of audiences. Demonstrable ability to self-time manage.
- 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.
- Ability 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.

This post is designated as an Essential Car user

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