

Job Title: Permanency Support Duty Social Worker Grade 9

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

At Staffordshire County Council we are committed to delivering high quality permanency support assessments and interventions for adopted children and their families across the county. The team is also responsible for responding to requests for information from adopted adults (Birth Records Counselling/Access to Adoption Records), birth parent support and post box communication.

About the Role

Based in the Permanency Support Team the duty social worker will triage referrals, complete timely, evidence based, adoption support assessments, providing quality therapeutic support set out in a clear adoption support plan and/or liaise with other professionals, signpost, and refer adopted children and their parents where necessary to targeted/universal/other services. There is the opportunity to be involved in groups, activities, the preparation and delivery of training to adopters and colleagues in a range of areas related to adoption and permanence.

The duty adoption social worker will undertake assessments and interventions to adoptive children and families in Staffordshire. The team operates its own duty system across the county of Staffordshire, where adoptive parents self-refer directly to the team. The duty role is a unique role set within the team and the first point of contact for parents. The duty worker provides a consistent approach to identifying the needs of adopted children which can result in advice, signposting, completing assessments or allocation into the team. The caseload of the duty workers is dynamic as a result of the nature of the role. The duty worker will liaise closely with the team manager, who will then allocate further planned work to other members in the team. They will work with individual service users, undertaking adoption support assessments and identifying initial plans of support and further work. As part of this role, you will liaise with district, regional colleagues and early help as well as a range of other agencies.

Reporting Relationships

Responsible to: Team Manager

Responsible for: Permanency Support Team

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).

Other Information

This post is designated as an essential car user.

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

This post has no political restrictions.

Whilst there is the opportunity for some home-based working, the Permanency Support Team provides a county wide service, and you will be required to travel to various locations across the Together4Children Permanency Partnership Region. There is an expectation that you will be working in the office base for a minimum of two days per week. There is a requirement to work flexibly, including occasional evenings and weekends on a planned basis.

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.

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

P = Assessed through

presentation

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> • Qualified Social Worker and Registered with Social Work England. • Evidence of continuous professional development within Children’s Social Care. • Full UK Driving License 	<p>A</p> <p>A</p> <p>A</p>
	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> • 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 legislation including Working Together to Safeguard Children. • Knowledge of the Government’s Agenda around adoption and Regional Adoption Agencies. • Knowledge of any current themes/trends in adoption support. • 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. 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I/P</p> <p>I/P</p>

	<ul style="list-style-type: none"> • 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. 	
	<p>Skills</p> <ul style="list-style-type: none"> • 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, organise and respond to competing demands and deadlines. • 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 	<p>A/I/P</p> <p>A/I/P</p> <p>A/I</p> <p>I/P</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I/P</p>

