

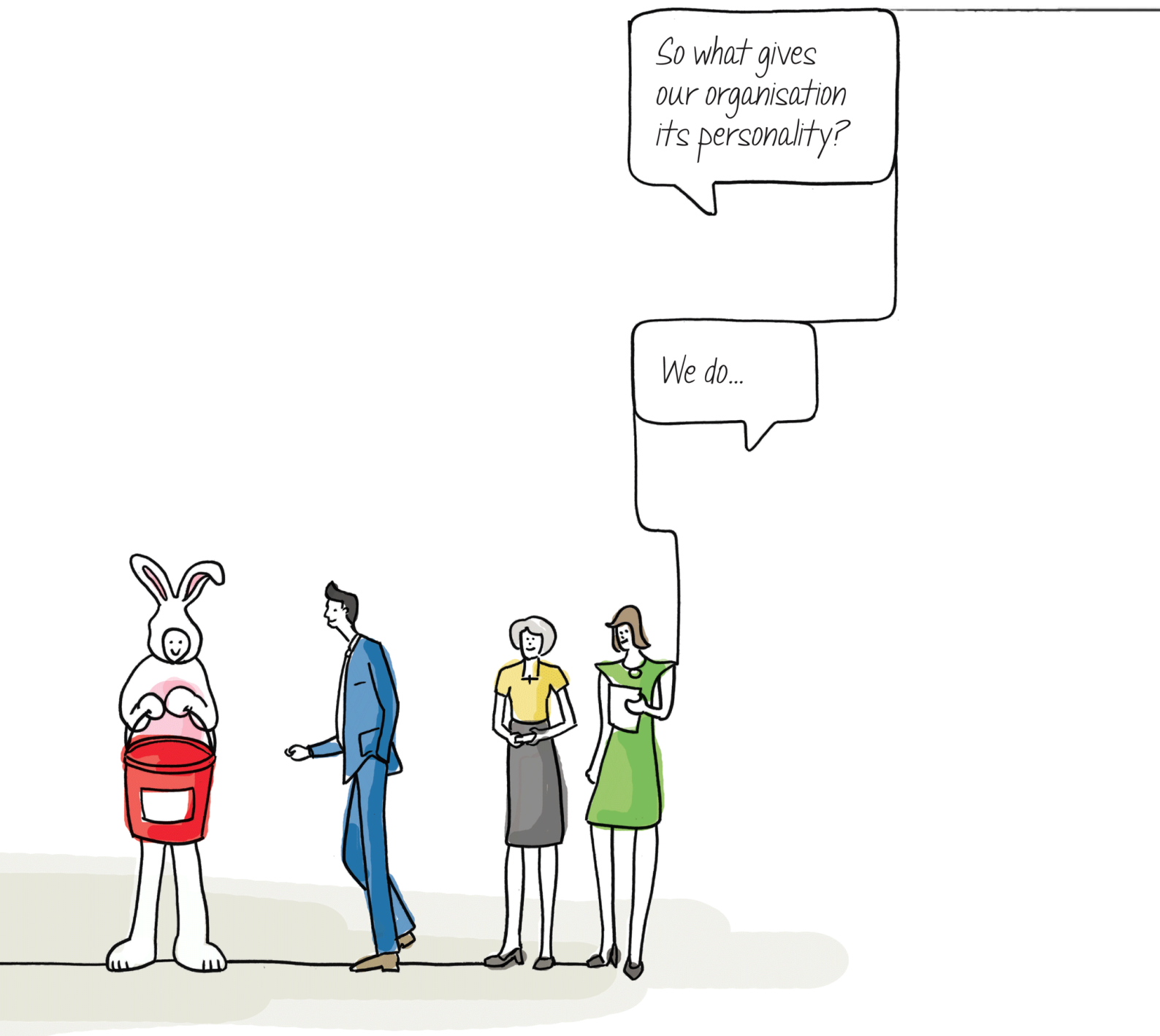
Social Worker: Adoption Assessment & Support

Together4Children Permanency Partnership

*So what gives
our organisation
its personality?*

We do...





Together4Children Locality Permanency Hub Hosted by Staffordshire County Council		
Post Title:	Grade:	Role Type:
Social Worker: Adoption Assessment & Support	9	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): 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 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) or Senior Social Worker (Adoption Assessment & Support).

Key Accountabilities:

1. As a Social Worker (Adoption Assessment & Support), undertake a range of tasks in relation to Adoption Assessment, as allocated by the Team Manager (Adoption Assessment & Support) or Senior Social Worker (Adoption Assessment & Support). 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. 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 undertaking direct and group work with children and families.
3. Through a child-centred approach, match Looked After Children with prospective adoptive parents.
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 (Adoption Assessment & Support) or Senior Social Worker (Adoption Assessment & 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 (Adoption Assessment & Support) or Senior Social Worker (Adoption Assessment & 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 members of the team, including 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).

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 nature and demands of the postholder's time are not always predictable and there will be an expectation that work will be required outside normal office hours from time to time, as required by the Partnership. The postholder will need to work flexibly across the regional footprint (including the use of touchdown bases to support agile working) in order to meet the needs of the Service.












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

Person Specification:

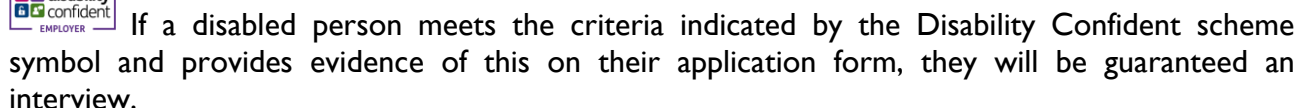
A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	Qualifications & Professional Membership: <ul style="list-style-type: none"> Appropriately Qualified and Registered Social Worker. Evidence of continuous professional development within Children's Social Care. 	<p>A</p> <p>A</p>
      	Knowledge & Experience: <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 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. 	<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: <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. 	<p>A/I/T</p> <p>A/I/T</p> <p>A/I/T</p>

Other:



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.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting the **Recruitment Team on 01785 276113**