

Role Title	Social worker - Fostering (Children's Social Care)
Job Family	Strategic People
Competency Level	Principal Officer/Manager
Pay Range / Scale	PO1-PO4
Purpose	
<p>Reporting to the deputy/team manager, the fostering social worker in CSC will provide a professional social work service to foster carers, children and young people in accordance with the relevant National Minimum Standards, Safeguarding and Fostering Legislation and Care Planning Regulations.</p> <p>To advocate on behalf of the child and support their educational, health and social wellbeing needs. To be responsible for effective recruitment, assessment, development, support, and supervision to prospective and approved foster carers, connected carers and private foster carers. This may also involve supporting some carers to obtain more permanent Orders for children in their care. To develop the capacity of foster carers in relation to placements and to maintain accurate and contemporaneous records on the recording system.</p> <p>To maintain accurate case records, attend meetings and work with the wider team to develop own professional practice and share knowledge with other professionals and carers.</p> <p>The post is that of Fostering Social Worker within Corporate Parenting Service and is responsible for a range of activities to support the Service in maintaining high standards and compliance with Regulations and National Minimum Standards.</p> <p>To undertake the recruitment, training, assessment, support, development and supervision of foster carers. To maintain or improve the wellbeing of children and young people placed with foster carers. Deliver professional social work services to foster carers and service users within the practice standards and the statutory and regulatory framework in current use. To support children's outcomes by ensuring the safe recruitment and assessment and the provision of high quality support to foster carers. Fostering Social Workers will be expected to develop the capacity of foster carers to accept all placements including those that offer challenges and to work to develop creative and effective support solutions to enable foster carers to successfully manage all placements and to improve placement stability. As part of ensuring stability within foster homes, fostering social workers are expected to undertake liaison worker roles to support foster carers in providing good outcomes for children.</p>	
Generic Accountabilities	End Results/ Outcomes
<p>Conduct statutory and/or complex/specialist assessments of foster carer's capacity to care or continue to care for children within NMS and regulatory timescales. To work in partnership with Looked After Children's social workers to</p>	<p>Accurate identification of capacity and needs. Delivery of effective assessments within regulatory timescales.</p> <p>Relevant responsible Authority is informed according to procedures, statute and regulations.</p> <p>Foster carers are recruited, assessed, prepared and</p>

<p>provide placements that meets their needs.</p>	<p>supported to accept placements, understanding the role and the needs of children requiring placements</p> <p>Risk to the health, safety and wellbeing of clients and the public is effectively reduced.</p>
<p>Provide advice and make recommendations based on up-to-date knowledge and analysis / evaluation of information. Manage escalated or complex customer issues within the relevant area.</p>	<p>Expert advice, information, interpretation, and support are provided on the full range of technical / professional issues within the area of responsibility.</p> <p>Issues are managed through to a satisfactory conclusion.</p> <p>Risk to the Council is minimised.</p>
<p>Plan, deliver and oversee programmes or packages of care and/or support or other interventions for a complex caseload. Monitor and review cases.</p>	<p>Provision of agreed intervention is delivered/co-ordinated such as Virtual reality and Mockingbird liaison work and any other specific training identified as a way of support to foster carers and employees.</p> <p>Support to foster carers, children and young people is provided to the required standards and timescales.</p> <p>Foster carers, children and young people's assessed needs continue to be evaluated with appropriate interventions and support identified and delivered.</p> <p>Timely appropriate action is taken and recorded on any risks identified.</p> <p>Protection of children and young people.</p> <p>Implementation of statutory duties where required.</p> <p>Value for money is achieved.</p>
<p>Provide professional expert advice and guidance to colleagues and partner agencies in supporting children and young people.</p>	<p>Professional advice and interpretation is provided on procedures, policy, legislation, systems, methods etc.</p> <p>Fostering processes are conducted and accurately recorded</p> <p>Training and support groups are provided to prospective and approved foster carers to equip them in carrying out their role.</p> <p>The service will provide training to liaison/supervising social workers around the mockingbird and virtual reality programmes.</p> <p>Cases are escalated as appropriate.</p>

	<p>Case information is shared as appropriate.</p> <p>Represent the views of the children and foster carers when appropriate.</p> <p>Foster carers receive feedback and guidance to continuously improve their skills and competencies.</p>
Contribute to the development of service plans to meet strategic business goals.	<p>Strategic and operational input is provided to wider business planning and development.</p> <p>Customer needs are identified.</p> <p>Services meet legislative and policy requirements.</p>
Liaise internally and externally and work with colleagues from other agencies to ensure children and young people's interests are supported.	<p>Agreed clear, accurate and appropriate information is shared via the most appropriate channel.</p> <p>Timely actions are taken and are appropriate to the known circumstances.</p>
Maintain properly documented case files, records and information. Prepare standard reports as required.	<p>Clear record of actions, circumstances and decisions are provided.</p> <p>Information is managed in compliance with LBWF requirements, legislation and best practice.</p>
Mentor and support others in their development.	<p>Assess the professional practice of foster carers to ensure required standards are achieved, offering support or guidance as appropriate.</p> <p>Contribute to the qualification and development of foster carers (e.g. through sharing knowledge, skills and experience, acting as a coach or mentor, placement supervisor or providing feedback).</p> <p>Promote the tiered competency framework and use of personal development files for foster carers.</p>
Research developments in relevant area. Collate process and analyse information / data. Translate outputs into advisory reports / documents / actions as appropriate.	<p>Relevant information / data are managed efficiently and accurately.</p> <p>Accurate and relevant information / reports / documentation are produced.</p> <p>Trends and issues are identified and prioritised.</p> <p>Statutory and procedural obligations are fulfilled.</p> <p>Management decision making is supported.</p>
Lead on the development,	Changes to systems, policies and / or procedures are

<p>implementation, maintenance and management of systems, policies, procedures and / or standards within area of responsibility.</p>	<p>identified and recommended.</p> <p>All updates, amendments, developments are tested and approved prior to delivery.</p> <p>Customers receive prompt, accurate policy / procedural updates.</p> <p>Service standards are improved.</p>
<p>Work closely with others to support/Manage the development and delivery of improvements in processes and procedures.</p>	<p>Identifies gaps in service provision/highlight policy issues and makes recommendations to resolve the issues.</p> <p>Agreed improvements are developed, delivered and evaluated.</p> <p>Issues and recommendations are brought to the attention of senior managers.</p> <p>Benchmark against best practice authorities and center of excellence.</p>
<p>Prepare and present a full range of reports (both standard and non-standard) covering area of responsibility.</p>	<p>Reports are prepared, distributed / presented to the appropriate committee/ to the required standards and timescales.</p> <p>Evidence based recommendations are made.</p>
<p>Manage a portfolio of Projects and Reviews.</p> <p>Lead on specific projects as required.</p>	<p>Projects are delivered to agreed specification, timescales and budgets.</p> <p>Change initiatives are successfully integrated and implemented across all impacted service areas.</p> <p>Value for money is achieved.</p> <p>Ongoing savings secured.</p>
<p>Co-operate with and support colleagues.</p>	<p>Colleagues are supported.</p> <p>Required information is provided.</p>
<p>Act in accordance with all policies and procedures which apply to the job and understand the reasons for this.</p>	<p>All policies and procedures are complied with.</p>
<p>Carry out all duties and responsibilities with reasonable care for the health and safety of self and others and report any potential hazards or unsafe</p>	<p>Work is carried out in a way that is safe and without risks to health.</p>

practices to line manager.	
PO1 – PO3	
Job Specific Accountabilities:	
<p>Conduct assessments (varying complexity) of foster carer's capacity to care or continue to care for children. Work in partnership with Looked After Children's social workers to ensure placement provisions meet the needs identified</p>	<p>Assessments/reviews/support plans etc are high quality, effective, completed within timescale and accurately identify capacity and needs</p> <p>Social work practice complies with the relevant legislation, regulations and practice standards (Fostering Minimum Standards, Safeguarding and Fostering Legislation and Care Planning Regulations etc)</p> <p>Foster carers are recruited, assessed, prepared and supported to accept placements, understanding the role and the needs of children requiring placements</p>
<p>Demonstrate effective casework management and high quality, impactful and legally compliant social work practice</p>	<p>Foster carers, children and young people's assessed needs continue to be evaluated with appropriate interventions and support identified and delivered</p> <p>The views and needs of foster carers, children and young people are routinely considered and clearly evidenced within the assessment/review/support planning process</p> <p>Professional judgement and decision-making skills are used, including where there is risk; and a range of interventions/services considered to best promote wellbeing and safeguarding needs of children and young people</p> <p>Analysis and professional judgements are clearly recorded on the Case Management System. Case work records and other relevant information is accurate and up to date</p>
<p>Provide professional expert advice and guidance to colleagues and partner agencies in supporting children and young people</p>	<p>Professional advice and interpretation is provided on procedures, policy, legislation, systems, methods etc.</p> <p>Fostering and other related processes are conducted effectively and accurately recorded</p> <p>Foster carers and prospective foster carers receive feedback, guidance and support (including training etc) to equip them with the knowledge, skills and behaviours required</p> <p>Case information is shared / cases are escalated as and when appropriate</p>

	The views of the child or young person and foster carer/s are represented
Carry out all duties with an awareness and understanding of the Safeguarding requirements within area of responsibility	<p>Work complies with all safeguarding policies and procedures that apply to the role</p> <p>Behaviours and actions support the safeguarding of children and young people as appropriate</p> <p>Team around the child or other relevant professional meetings are attended and chaired as and when required</p>
Identify and pursue Continuing Professional Development (CPD) needs	<p>The relevant learning and development opportunities (formal and informal) are utilised</p> <p>CPD log is regularly updated to reflect the acquisition of new knowledge, skills and behaviours</p>
PO4	
Job Specific Accountabilities:	
Conduct more complex/specialist assessments for higher numbers of foster carer's. Work in partnership with Looked After Children's social workers to ensure placement provisions meet the needs identified	<p>Assessments/reviews/support plans etc are comprehensive, outcomes focused, completed to required timescales and achieve team and service level objectives</p> <p>Social work practice is impactful and responds effectively to more challenging and complex levels of need. Practice complies with the relevant legislation, regulations and practice standards (Fostering Minimum Standards, Safeguarding and Fostering Legislation and Care Planning Regulations etc)</p> <p>Higher number of foster carers are recruited, assessed, prepared and supported to accept placements, understanding the role and the needs of children requiring placements</p>
Demonstrate knowledge of the relevant theories and models and incorporate these into professional practice	<p>A critical knowledge of the range of social work-related theories and models and this is demonstrated in professional practice</p> <p>A minimum of 2 years post qualification experience can be evidenced, including working with a high number of complex cases concurrently</p> <p>A resilient and agile approach is taken to work effectively in a challenging and fast paced environment</p>

<p>Support other social workers, practice leads and team managers to identify and implement improvements/ efficiencies to processes and practice and contribute to the positive direction of the service</p>	<p>Areas of poor practice are identified and the appropriate remedial action is taken</p> <p>An advanced knowledge of the relevant legislation can be clearly demonstrated</p> <p>The relationship between legislative change (current and future) and the implications for social work practice are well understood</p> <p>Inclusive and anti-oppressive practice is modelled, and any issues of concern are challenged</p>
<p>Proactively identify opportunities to contribute to practice expectations and develop/ enhance the professional practice of others</p>	<p>Knowledge is shared with others through the relevant meetings, forums etc</p> <p>Research is used to inform practice and expert professional knowledge is shared (formally and informally) through the relevant events, networks, and forums</p> <p>Less experienced social work staff are effectively mentored and supported</p> <p>A vibrant learning culture is promoted and sustained</p>

<p>Nature of Contacts</p> <p>Typically involves direct contact with foster carers, children and young people, social workers, practice leads, team managers and other senior colleagues across the authority, and external agencies/organisations providing advice.</p> <p>Work directly with colleagues (internal and external), other providers and external agencies to gather and exchange information and co-ordinate actions.</p> <p>Develop sensitivity, persuasiveness, and negotiation and assertiveness skills to communicate with diverse audiences in emotive circumstances. Interact with people at all levels confidently, sensitively, and diplomatically.</p> <p>Provide specialist advice, guidance, and support on issues within area of responsibility; develop and maintain joint working and promote the Council position.</p> <p>Consult with stakeholders to identify requirements. Communicate changes in policy and working practice to contacts.</p> <p>Procedural Context</p>
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Manage the needs of foster carers, children and young people (including complex/high risk) within the relevant NMS, statutory, legislative, and regulatory framework/s

Ability to exercise expert professional judgement to respond to identified levels of need (varying levels of complexity) and mitigate any risks to wellbeing and safety. Design and develop innovative solutions which enhance the quality and positive impact of social work services and reputation of the council

Key Facts and Figures

- Reports to deputy/team manager

Resourcing

Budget Responsibilities: No

Supervisory Responsibilities: Yes (as and when required)

Knowledge, Skills and Experience (PO1 – PO3)

- Relevant professional qualification and Social Work England (SWE) registration
- Knowledge of relevant national and local policy, NMS, statutory guidance and legislation in relation to the provision of social work services
- Understanding of the principles of confidentiality and information governance and how these apply to social care
- Understanding of diversity and how it affects practice
- Ability to communicate appropriately and in a timely way with individuals, carers families, other professionals and team members which is clear, fluent, concise and jargon free and in a courteous calm and professional manner. This includes both verbal and written communication.
- Ability to effectively engage with people in complex situations both short-term and building professional relationships over time
- Ability to engage in difficult conversations in challenging situations and achieve positive outcomes
- Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way
- Ability to make skilled professional judgement for interventions including in crises and in response to challenge
- Ability to develop partnership relationships to work effectively in a multi-agency environment, demonstrating mutual professional regard and a collaborative approach to person centred working
- Competent in the use of ICT skills
- Competent use of basic numeracy skills and the ability to contribute to monitoring discussions regarding the use of budgets and resources

Knowledge, Skills and Experience (PO4)

- Any other, additional PQ qualification related to social work
- Significant post qualification professional experience (minimum of 2 years) working in a social work setting, as a qualified social worker
- Advanced and expert level of the relevant legislation, NMS, statutory guidance etc in the area of social work practice
- Ability to offer expert opinion in the team, and to other professionals and organisations
- Ability to chair meetings, deputise when required and offer expert support at case meetings
- Advanced ICT skills
- Ability to understand and take account of differentials in power, and use authority appropriately
- Experience of undertaking the relevant assessments, developing support plans etc
- Experience of providing support and guidance to other social work professionals
- Strong engagement in Continuing Professional Development (CPD)

Indicative Qualifications

Professional registration with Social Work England (SWE)
 Degree or equivalent or vocational qualification in relevant subject or area
 Evidence of Continuous Professional Development

The above profile is intended to describe the general nature and level of work performed by employees in this role. It is not intended to be a detailed list of all duties and responsibilities which may be required. This role profile will be supplemented and further defined by annual objectives, which will be developed in conjunction with the post holder. It will be subject to regular review and the Council reserves the right to amend or add to the accountabilities listed.