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Bracknell Forest Council

Job description

Job Title:	**Social Worker – Family Placement Team (4 days per week – maternity cover)**		
Directorate:	**People**	**Salary:**	**£46,579 - £48,738 per year plus £753 London Weighting and £963 Essential Car User Allowance. Plus 4% Retention Payment paid annually after 1 years service. (Pro-rata for 29.6 hours per week £37,263 - £38,990 per year plus £602 LWA & £963 ECU and 4% retention payment paid annually after 1 years service)**
Section:	**Children's Social Care**	**Grade:**	**BG-F SCP 34 - 36**
Location:	**Time Square**	**Work Style:**	**Flexible**

Key Objectives of the role

To work as a member of the Family Placement Team supervising and supporting Foster Carers to ensure that foster placements continue to meet children's needs.

To support with the recruitment and retention of Foster Carers.

To work within the context of relevant legislation and deliver services according to the Department's policies, procedures and guidelines.

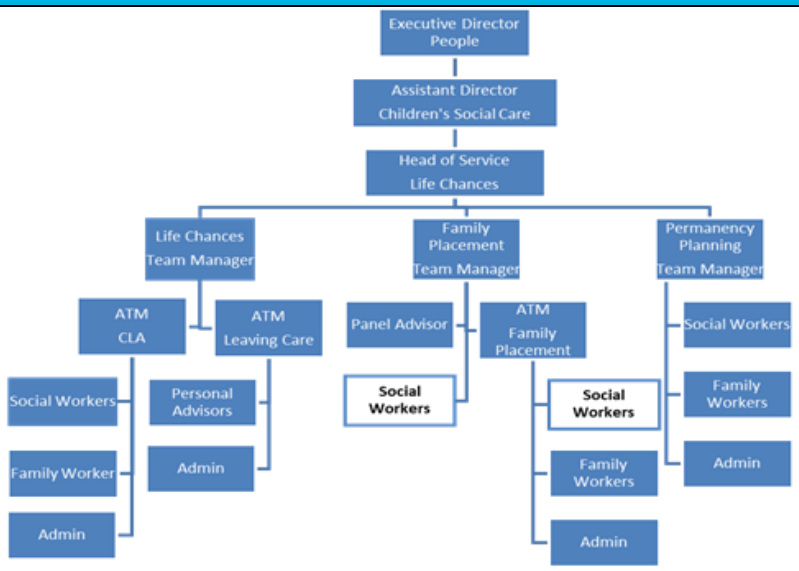
To display a commitment to the protection and safeguarding of children and young people.

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Designation of post and position within departmental structure



Daily and monthly responsibilities

1) To provide supervision and support to foster carers.

2) To complete the delegated authority process to enable foster carers to play an informed and proactive role in day-to-day decision making.

3) To attend Children Looked After (CLA) review meetings and ensure that foster carers understand and implement the requirement around care planning.

4) To organise annual foster carer review meetings in line with existing fostering policies and procedures.

5) To contribute to the recruitment of prospective foster carers by responding to enquiries received and by completing initial screening visits to determine suitability for assessment.

6) To present all relevant items at a fostering panel and/or court (depending on the nature of each case).

7) To support foster carers in their work with young people who are preparing to transition into employment and higher education.

8) To provide training to prospective and existing foster carers as per the needs of the service and to manage risk, health and safety and ensure safe care of foster placements.

9) To support foster carers to take proper account of the wishes and feelings of children and young people.

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10) To promote listening to children at every opportunity; ensuring their views are heard, recorded and acted upon in an appropriate and timely manner.

11) To ensure life journey work is completed with children and young people in accordance with their age and understanding.

12) To attend regular supervision and with the Supervisor, be able to set clear goals and intervention strategies.

13) To aspire in everything you do, these are our ASPIRE priorities:
    i. Always respect timeliness
    ii. Smart impactive planning
    iii. Purposeful visits to families
    iv. Impactful, collaborative assessments
    v. Reflective supervision
    vi. Engaging with children – Always ask yourself "what is life like for this child?"

14) To participate, in consultation with the Team Manager and Head of Service, in other Family Placement related activities; to provide cover for the work of other team members and other additional duties commensurate with the level of the job. (The nature of these will vary according to experience, competencies and the grade of the post).

Scope of role

- Bracknell Forest Council has been awarded the LILAC (Leading Improvements for Looked After Children) quality mark for excellence in the practice of listening to and involving Looked After Children and Young People.
- All employees working with children, young people and vulnerable adults have a responsibility for safeguarding and promoting their welfare.
- All employees working with children and young people must demonstrate a commitment to the principles of participatory practice and the involvement of young people in decisions which affect them.
- This is not a budget holding post, but an understanding of the appropriate use of public funds is desirable.
- Commitment to the Council's Equal Opportunities policy at all times.
- Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times.

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only

PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualifications	Degree in Social Work or equivalent. Social Work England registration.	Specialist relevant experience or training. Relevant qualifications or training in therapeutic models. Post qualifying Social Work modules.
Competence Summary (Knowledge, abilities, skills, experience)	2 years post qualifying experience in other children's social work teams. Understanding of and commitment to the requirements of safeguarding children, young people and promoting their welfare. Sound knowledge of the Children's Act and other legislation including Fostering Regulations, Adoption Act, Adoption Standards and Care Planning Regulations. Experience of working within policies and procedures in Children's Social Care. Experience of the placement of children and young people with substitute families. Experience of writing risk assessments, producing court reports and giving evidence. Able to work positively and productively with a range of agencies. Ability to write in a clear and concise manner and to use a laptop/ tablet to record and to maintain data. Ability and commitment to work within timescales.	Experience of working with Children Looked After. Trained in Motivational Interviewing. Competency to undertake and provide clear strategies to support placement stability. Experience of working with foster carers and adopters.

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	Excellent communication skills both written and verbal. Understanding of and commitment to the principals of participatory practice with children and young people. Able to support children and young people to share their views and to act on them as appropriate. ICT skills.
Work-related Personal Requirements	The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of employment with daily access to a car and able to travel distances when required. Proactive Self-motivated Enthusiastic Ability to work as part of a team. Integrity A solution focused/problem solving approach. Commitment to the principal of partnership with parents.
Other Work Requirements	A satisfactory Enhanced Child Workforce Disclosure and Barring Service check. The ability to converse easily in spoken English, explain complex or technical information to members of the public and respond effectively to detailed or complex questions for an extended period of time. This post is exempt from the Rehabilitation of Offenders Act 1974 Commitment to equal opportunities and Anti-Discriminatory Practice Able to work outside office hours on occasions

Role models and demonstrates the Council's values and behaviours	Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities. We make our values real by demonstrating them in how we behave every day.

All staff should hold a duty and commitment to observing the Council's Equality and Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality and Diversity legislation and Council policies/procedures.