

North Somerset Council

JOB DESCRIPTION

DEPARTMENT: Support & Safeguarding	DIVISION AND/OR SECTION: Fostering Support	
JOB TITLE: Supervising Fostering Social Worker	POST NO.:	GRADE: JG7/JM1

1. JOB PURPOSE

To support Foster Carers and Kinship Carers to enable them to provide caring, stable homes for those children who need it. To work with those who want to become foster carers, provide training completed assessments to a high standard whilst ensuring their timeliness. Provide and record supervision with Foster/Kinship carers and private foster carers, ensure we can find the right placements for children and young people. Report to fostering panel in line with the government guidance, ensure foster carers have maintained their mandatory training, DBS and health checks. Support foster carers when children/young people need to move on, either return to parents or family members, are long term matched or are placed for adoption. North Somerset are committed to the implementation of the Mockingbird project, which is an innovative way to increase the support to both our cares and those they care for. Mockingbird provides a fostering/kinship extended family which you will be part of.

2. DIMENSIONS

Individual Long-term Caseloads vary between 20 and 25 depending on urgency/complexity.

3. PRINCIPAL ACCOUNTABILITIES

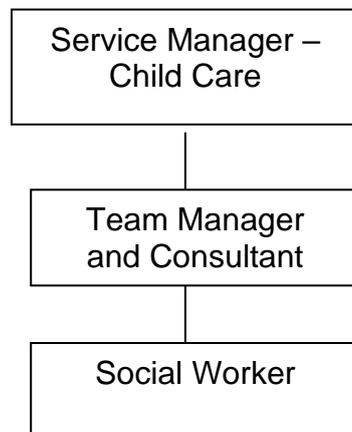
This is a career graded post. Fostering Supporting Social Workers will be expected to undertake the majority of the principal accountabilities as part of their development. Appropriate supervision and assistance will be given dependent on the complexity of the case undertaken.

- a) To carry out the duties and responsibilities under a range of pieces of legislation principally the Children Act 1989, the Care Standards Act 2000, the Adoption Act 2002 and associated standards, regulations and guidance. Fostering Services Regulations 2011 and National Minimum Standards.
- b) To establish a plan of support for an approved foster carer which will include regular supervision, ensuring Signs of Safety and trauma informed practice is including unannounced visits and monitoring of record keeping, such as daily record kept by Foster Carers, facilitating support groups, accessing services which will ensure the best outcomes for children and their families. This will be both on an ongoing basis and also in response to crisis situations.
- c) To be a member of North Somerset's Fostering Panel, if required.
- d) To ensure that management are informed of circumstances of a serious nature where

children are at risk or there is a degree of public interest or other situations involving risk to staff, carers or service users.

- e) To establish and maintain good working relationships with other professionals within the Directorate and with external agencies in order to protect children, ensure positive life chances for children looked after, and to meet the needs of children in need.
- f) To participate in Duty Team rota responding to referrals and enquiries in an appropriate manner.
- g) To maintain all foster carers, case and service user records and undertake general administration and maintenance of systems related to the caseload, including computerised management information systems, according to relevant legislation and Directorate procedures and policies.
- h) To participate in North Somerset Council's Staff Appraisal system, undertaking training and research as required and assisting in the promotion of specialist skills.
- i) To be aware of and understand the Council's Comprehensive Equality Policy and Race Equality Scheme and ensure at all times that the duties of the post are carried out in accordance with the policy.
- j) To ensure compliance with all health and safety legislation and associated codes of practice and Authority policies.
- k) To undertake other duties as are required and are commensurate with the grade of the post.

4. ORGANISATION



5. SUPERVISION AND WORK PLANNING

Fostering Supporting Social Workers do not have specific line management responsibility for other staff but will be expected to supervise students and unqualified staff on an occasional basis. We encourage student in to all our teams as much as possible.

Supervision on individual cases is given by the appropriate Team Manager or Consultant Social Worker on at least a monthly basis.

The Team Manager is available for advice/ consultation as problems and issues arise.

6. QUALIFICATIONS AND EXPERIENCE

Fostering Supporting Social Worker

A relevant professional qualification (DipSW, CSS, CQSWor BA Hons in Social Work) is an essential requirement.

7. JOB CONTEXT

North Somerset Council is responsible for fulfilling its role as a Corporate Parent to children looked after. The postholder contributes to this with a delegated authority by supporting and supervising those who care for looked after children and children placed for adoption. The postholder will be involved in pilot schemes and will participate in working groups set up by the Authority with other external agencies.

The postholder will be responsible for a caseload of varying complexity receiving and responding to referrals from the Intake Teams and other professionals and members of the community.

8. SCOPE FOR IMPACT

The post holder will be involved in recruiting foster carer's and adopters and assessing their suitability and competence to meet the complex needs of looked after children in North Somerset thereby improving outcomes.

The postholder should have the ability to priorities work according to competing deadlines and changing demands, understand and interpret relevant legislation to meet service needs. Also to think creatively to develop support packages by balancing needs and resources.

Problems encountered will include difficult and dangerous service users, sometimes-scarce resources and tight timescales. Social workers act as co-ordinators in situations where other agencies are involved.

The postholder may have the scope for involvement in developing links and in new initiatives with other professionals to improve services for children at risk and in need and their families/carers and to influence change in overall service delivery.

9. CONTACTS

Principally this will be with foster carers and their children and extended families, looked after children. Also with members of the public, statutory independent/private and voluntary agencies and staff from this and other Directorates in the Council, Fostering Panels.

10. GENERAL

This job specification only contains the principal accountabilities relating to this post and does not describe in detail all the duties required to carry them out.

11. Special Notes or Conditions (if applicable)

May be required to work at any location determined by the Housing & Social Services Directorate.

The postholder may on occasion be required to work outside normal office hours within a 37 hour working week.

The postholder occasionally will be exposed to objectionable, uncomfortable, unfavourable and particularly difficult working conditions.

The postholder will be required to use his/her initiative in ensuring that the Council's Equality Policies are implemented in relation to the work area. This will involve developing a good working knowledge of the policies and applying them personally and through staff managed by the postholder.

DATA PROTECTION ACT 2018 and implementation of GDPR, the General Data Protection Regulations.

All employees are under a legal obligation not to use or disclose any personal information that comes into their possession in the course of their duties in any unauthorized manner. Duties and obligations under the Act that relate to this post will be explained to the postholder upon appointment to this post. It will also be the post holder responsibility to maintain and ensure they are fully informed about the most up to date Data Protection information.

North Somerset Council

PERSON SPECIFICATION

DEPARTMENT: Support & Safeguarding	DIVISION AND/OR SECTION: Adoption and Fostering	
JOB TITLE: Supervising Social Worker	POST NO.:	GRADE: JG7/JM1

ASSESSMENT CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS	Recognised / approved professional qualification in social work	Post qualifying award in social work or the child care award in social work
WORK RELATED EXPERIENCE AND ASSOCIATED VOCATIONAL TRAINING	Two years post-qualifying experience of direct social work with children in need and their families.	Experience of statutory child care work in a local authority setting. Experience of working with foster carers and children looked after.
SPECIALIST KNOWLEDGE	Knowledge of relevant child care legislation Knowledge of fostering legislation	Safeguarding and protecting children Adoption Children looked after Therapeutic/counseling work Signs of Safety approach
JOB RELATED SKILLS	Ability to communicate effectively with both foster carers and children/young people to ensure effective outcomes can be achieved. Empower and support foster families to manage conflict. Ability to safeguard and promote the welfare of vulnerable children and young people, through supervision of foster carers. Provide child-centred social work practice based upon social work values, principles enshrined in the professional code of practice.	Being creative and use of problem solving skills to empower families to overcome challenges and barriers. Experience of working with ICS. Experience in working and developing groups.

	<p>Ability to communicate effectively verbally and in writing to a range of audiences including children and young people, courts, fostering and multi-agency panels.</p> <p>Ability to analyse, interpret, and make professional judgments when undertaking foster carer's assessments and reviews.</p> <p>Ability to identify placement needs, based in evidence and best practice, clarify outcomes and implement strategies that enable outcomes to be achieved.</p> <p>Ability to manage own caseload and to make effective decisions appropriate to the responsibilities of a social worker.</p> <p>Team player working as part of a multi-agency team, including acting as a lead professional.</p> <p>Ability to regularly use computer programs and other technologies.</p> <p>Reflect on own professional practice, the practice of others, and to make effective use of supervision, coaching and training/development opportunities.</p> <p>Be emotionally resilient to cope with the responsibilities and stresses associated to social work.</p>	
<p>SPECIAL WORKING CONDITIONS</p>	<p>Registered with the HCPC</p> <p>Willingness to travel within North Somerset and out of County as necessary</p> <p>Willingness to work flexible hours, which include planned and short notice out of office hours visits or events.</p>	<p>Willingness to be part of an out of hours telephone support service.</p>

	<p>Commitment to training and professional development and to participate in North Somerset Council's appraisal system.</p> <p>Commitment to maintain the Council's comprehensive equality policy, race and disability equality scheme and ensure at all times that the duties of the post are carried out in accordance with these policies.</p>	
OTHER	<p>To be subject to a satisfactory report from the Council's appointed occupational health physician.</p> <p>A satisfactory enhanced DBS disclosure*</p>	

* Please note that any job offer will be subject to satisfactory references and checks and will NOT be confirmed until all of them are completed.