

Job Profile

Fostering Social worker

Grade: 8

Date updated October 2019

About the Job (please refer to the completed example and guidance notes for further information)

This is what we need you to do...

Providing each approved foster carer supervised (with access to adequate social work support), information and advice to enable him or her to provide consistent, high quality care for each child or young person placed.

Attending meetings regarding foster carers or looked after children as appropriate.

To assist in the development of other professional support services for carers.

Enabling Foster Carers to make effective representations, including complaints about any aspect of the Fostering Service, both for themselves as service users but also on behalf of any child or young person placed with them, contributing to the development of training for Foster Carers.

Maintaining an up-to-date and comprehensive case record for each foster carer, which details the nature and quality of care provided for each child or young person placed with that foster carer. Undertaking those duties which support the achievement of the County Council's Equal Opportunities objectives. Maintaining appropriate records, including electronic records.

Communicate effectively within the staff team and across organisational boundaries, providing each foster carer with regular supervision visits.

These meetings should have a clear focus and provide an opportunity for the worker to ensure the foster carer is informed of and fully complies with all standards, policies and guidance, including safe caring guidelines agreed by the Department. These meetings are also the opportunity for all parties to raise issues of concern, assist in the Carer's career development and establish their training and support needs. The meetings should be recorded and foster carers should be provided with a copy of each visit's report.

Contributing to the development of plans for providing additional "Out of Hours" support to foster carers.

Providing all potential and approved foster carers with a required training and development programme, this is linked to the Foster Care Training Standards.

Undertaking Form F assessments, kinship assessment and Special Guardianship assessments and Annual Reviews with foster carer(s) in a manner which seeks to satisfy the resource of the continuing capacity of the carer to

- Carry out fostering task and performance over the year.
- Provide the foster carer with an opportunity to give feedback.
- Contribute to essential information on the quality and range of service provided by the resource.

- To inform recruitment assessment and training strategies.
- Whether there should be any changes to the terms of approval.
- Review progress, set new goals within an agreed action plan for the year ahead aimed at developing strengths and remedying weaknesses.

Through appropriate supervision, promote the principles of foster carers providing a safe, healthy and nurturing environment for any child or young person placed and as far as reasonably practical, protected from all forms of abuse, neglect, exploitation and deprivation. Implement investigations in line with procedures, where required.

Maintaining an up-to-date and comprehensive case record using GCC computer systems for each foster carer, which details the nature and quality of care provided for each child or young person placed with that foster carer.

Undertake such other duties commensurate with the grade and nature of the job.

Special Conditions

- All appointments are to the Adoption & Fostering Resource. This will promote the opportunity for all post holders to be considered for movement throughout the Resource, where vacancies arise. The post holder may also be required to work in any of the service areas within the Resource and at any establishment, if in the interests of the service.
- The post holder is subject to a Disclosure & Barring Service (DBS) check.
- Availability to work flexibly within the needs of the service i.e. some evening and weekend working.

Monitoring and ongoing development of outcomes

As part of the annual appraisal, outcome based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.

The ideal candidate will have...

Experience

- Experience of working with children and families in a Social Care context.
E.g. fieldwork/residential/fostering/adoption.

Knowledge, Skills and Understanding

- Well developed skills to assess strengths and limitations of those who have applied to be foster carers.
- Good report writing skills.
- Clear written communication skills.
- Ability to establish effective relationships with applicants, foster carers and colleagues.
- Appreciation of anti-discriminatory practice.
- Presentation skills.
- Training and teaching skills.
- IT literate.
- Knowledge of child development.
- Knowledge of effects of disruption on the development and behaviour of children.

Behavioural attributes

- Clear verbal communicator.
- Proactive, resourceful and energetic approach to work.
- Good organisational ability.

Friendly and approachable.

Education & Qualifications

Essential

- DipSW, CQSW, CSS or Social Work Degree as per HCPC requirements. Post holders are required to be registered and maintain their registration with HCPC.
- Current Driving Licence.

Desirable

- Experience of delivering training.
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- Knowledge of a range of assessment methods, including competence based assessments.