

Job Description

Job Title:	Social worker
Service:	Coram Ambitious for Adoption Regional Adoption Agency
Project:	Family Finding Services (and some involvement in Post Adoption Support Services) located in London Borough of Hillingdon for the Regional Adoption Agency – Coram Ambitious for Adoption
Reporting to:	Service Manager
Supervisory responsibilities:	Practice Consultation with and across the regional agency

Purpose of the role:

- To provide a child-centred, comprehensive adoption service to prospective adopters, adopters and children and young people.
- To provide a localised high quality and effective family finding service to children with a care plan for adoption.
- To provide a child-centred and sensitive approach to the needs and rights of children with a permanency plan for adoption.
- To support the day to day running of the family finding process in partnership with relevant children's social work teams.
- To facilitate best practice in complex permanence planning including early permanence.
- The attendance of permanence planning meetings and working closely with social workers, clinicians and the wider regional adoption services.
- To proactively identify and plan for suitable matches in child placement utilising all available networks and channels.
- To interface closely with the Senior Practitioner and Service Manager and engage with tracking and performance systems to enable timely placement for all children in need of adoptive placements.
- To compile accurate and attractive child profiles and integral support plans.
- To support CIN staff in developing specialist area of expertise within and across teams and the wider regional agency services.

Main duties and responsibilities:

- To undertake comprehensive assessments of child's permanence needs, including risks, complexities to inform family finding professional activities alongside the child's social worker.
- Undertake interviews, observation and gather information from children, foster carers, adoptive families, birth parents [as appropriate] and other relevant agencies including health professionals. Provide comprehensive analysis of need, evaluating and summarising information to provide a holistic assessment and understanding of the child.
- To provide written and verbal reports which are concise, informative and based on analysis and research including relevant court reports and statements provided in a timely manner and of a high professional standard.
- Advice and support to the child's social worker on writing the child's permanence report and matching paperwork.

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 Issue: 2

- To attend child permanency planning meetings, matching / introductions meetings and child appreciation days, as appropriate, and contribute to a review of permanency plans.
- To hold a family finding caseload and develop appropriate adoption support or other relevant packages, consulting with others including the Senior Practitioner to meet the needs of the child and to optimise child development and placement stability.
- To work with the Senior Practitioner across children's teams to identify children who could be suitable for an early permanence placement or foster to adopt arrangement and attend relevant legal planning meetings.
- Create profiles of children for advertising on relevant platforms.
- To ensure timely referrals are made to the Hub Recruitment and Assessment Team for a possible match.
- Liaise with the relevant parties, read and share PARs and alongside the Senior Practitioner LAC SW select families to visit.
- Operate within a multi-professional environment including health and education services and clinical therapists consulting and taking advice where applicable to meet the needs of the child.
- Support service developments within the local system of delivery and with participant authorities to derive the best outcomes for children achieving high standards of professional practice and undertaking projects of work including tools for Direct work and contributing within the environment of the practice pathway.
- Keep up to date on evidence for what works, non-sequential matching approaches and best practices in optimising successful matching of all including harder to place children using a range of approaches.
- Ensure all matters in respect of child safeguarding are responded to promptly, effectively and escalated in line with the child with the relevant Local Authority and Coram safeguarding procedures.
- To maintain an up to date working knowledge of legislation, statutory and policy frameworks and regulatory practice codes in order to ensure that statutory responsibilities are undertaken for children.
- Ensure high quality recording is completed in a timely manner, is accurate and up to date and providing concise and accurate information using the relevant case management recording systems in place for the regional agency.
- To keep up to date with national research including learning from regional agency performance nationwide, service feedback and coproduction and ensure practice is legal and safe at all times including data handling, confidentiality and regulatory requirements.
- To operate competently and confidently in initiating, developing and sustaining internal and external working relationships with other professionals, foster carers and potential adopters and partner local authorities and the VAA remit for the delivery of suitable adopters.
- To be involved and contribute to the monitoring of practice standards, meeting the key performance indicators for the regional agency and engaging in internal quality case audits and the statutory inspection process on outcomes of the service.

Person Specification

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Qualifications:

- A professional qualification in social work, and registration with the Health and Care Professionals Council (HCPC) and/or Social Work England.

Knowledge and Experience:

- Experience of preparing applicants for adoption and/or of working with looked after children and placing them for adoption.
- Knowledge of early permanence (Fostering for Adoption and/or concurrent planning).
- Knowledge of placement and adoption support for families and children.
- Knowledge of multi-disciplinary and interagency working, and advocating for children's needs within the education and with community mental health services for children and young people.
- Knowledge of childcare legislation and statutory guidance including national adoption standards.
- Commitment to your own professional development.
- Proven experience of successfully using information management systems and producing/using quality data in a variety of formats.
- Experience of adoption and complex social work with families.
- Knowledge and experience of conflict resolution and creative and constructive problem solving.
- Proven knowledge of safeguarding procedures.
- Knowledge of national policy developments for adoption and context of regional agency delivery.
- Knowledge and understanding of statutory frameworks and guidance s for children's social work.
- Experience of workload management processes across a diverse team, including prioritisation of casework and meeting deadlines.
- Knowledge of roles and responsibilities of key children's agencies for looked after children safeguarding and care planning and ability to engage with innovative delivery approaches.

Skills and Abilities:

- Ability to think and work across organisational, functional and service boundaries.
- Ability to challenge others in a constructive manner and to inform and discuss with colleagues within the Coram RAA team and to participate in decisions that if challenged can be substantiated.
- Ability to create a rapport and build relationships with children and parents / carers.
- Strong and effective Interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner.
- Ability to partake in practice and in consultation with Senior colleagues to undertake consultancy taking an overview of work progress and advising and supporting new changes aimed to improve delivery.
- Ability to develop effective interagency working processes.
- Ability to summarise, analyse and evaluate complex information and work with performance tools and tracking systems.
- Ability to formulate and implement effective social work interventions.
- Ability to write concise and reasoned and well-presented reports and have excellent verbal communication skills.
- Work with and support the service manager and leaders of the service to ensure the objectives of the regional agency are being met.