

MEDWAY COUNCIL - JOB PROFILE

JOB TITLE	Supervising Social Worker - Fostering
DIRECTORATE	Children and Adults
SERVICE	Children's Services
RESPONSIBLE TO	Social Work Team Manager - Fostering
GRADE	SW2/SW2A

MAIN PURPOSE OF JOB

To provide a high quality and effective professional casework service, taking responsibility for working and managing a caseload within a framework of appropriate supervision, dependent upon the complexities of these cases and the social worker's experience.

To work with foster carers, children and families to support vulnerable service users ensuring the needs of the child remain paramount.

To assess, plan, use evidence based analytical practice to implement and evaluate safeguarding measures to ensure all children are given the opportunity to reach their full potential.

To work to a structured time management practice; submitting reports, assessments and plans within regulated timescales.

To maintain accurate written and computerised records, in accordance with agreed procedures and in order to meet legislative responsibilities.

To co-ordinate, and take a lead role in multi-professional/ agency groups and other professional meetings.

To be competent in all areas of the PCF at Social Worker level and The Knowledge and Skills Statement (KSS) for approved child and family practitioners.

KEY CORPORATE ACCOUNTABILITIES

To actively promote work life balance and flexible working in order to achieve high quality service delivery.

To actively promote the Council's Fair Access, Diversity and Inclusion Policy and observe the standard of conduct which prevents discrimination taking place.

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To ensure full compliance with the Health and Safety at Work etc Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to Section 17 of the duty of Crime and Disorder Act 1998 to prevent crime and disorder.

At the discretion of the Head of Service, such other activities as may from time to time may be agreed consistent with the nature of the job described above.

ACCOUNTABILITIES TO CHILDREN AND YOUNG PEOPLE

The children and young people of Medway have said the following qualities are really important to them:

- ✓ Be a good listener
- ✓ Be non-judgemental
- ✓ Be consistent and Stable
- ✓ Be contactable
- ✓ Understand me
- ✓ Be honest
- ✓ Be Focused
- ✓ Be realistic
- ✓ Be a good timekeeper
- ✓ Be resourceful in your approach

Be ambitious for young people and promote others to share the same drive.

Champion Children and Young People's views and rights in everything you do.

Ensure Children and Young People's voices are listened to and acted upon.

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PERSON SPECIFICATION

QUALIFICATIONS	Assessment Method
A recognised professional Social Work Qualification – eg DipSW, CQSW or equivalent	Application
Successful completion of ASYE year	Application
Working towards Practice Educator Professional Standards (Desirable)	Application
Registration with Social Work England	Application
EXPERIENCE	
Experience of working with children and families (a minimum of 2 years' experience will be required for experienced social worker level)	Application
Proven experience in the use of 'Signs of Safety' or a willingness to be trained.	Application
Demonstrable experience in relationship and strengths-based practice, working collaboratively with children, young people and their families	Application / Interview
Demonstrable safeguarding/child protection experience.	Application/ Interview
Demonstrable experience of undertaking direct work with children and young people.	Application / Interview
Demonstrable experience of working within the framework of the Children Act 1989, Care Planning Regulations 2010, Fostering Regulations 2011, National Minimum Standards and other relevant legislation, Statutory guidance, Standards and Procedures including preparation of court reports and presenting oral evidence	Application/ Interview
Proven experience in one or more areas of specialist social work practice (experienced social worker level only)	Application/ Interview
KNOWLEDGE	
Ability to use advanced theoretical/practical/procedural/ organisational /policy knowledge across a specialist area	Application

Knowledge and experience of working with vulnerable children in a statutory setting.	Application / Interview
Knowledge and experience in the application of relevant legislation, statutory guidance, standards and local policies and procedures.	Application / Interview
Demonstrable knowledge and experience in the application of relevant theoretical frameworks, practice models and research findings.	Interview
Ability to demonstrate awareness of legislation relating to General Data Protection Regulations and Freedom of Information.	Application
SKILLS	
Demonstrable ability to build sound, productive working relationships with colleagues, partners and other staff.	Interview
Demonstrates strong assessment skills and analysis of relevant information and develops multi agency SMART plans to improve outcomes for children and young people using evidence based practice.	Interview
Engages effectively with children and families and has experience of using different tools and methodologies to communicate with children and young people.	Interview
Ability to initiate and develop close working partnerships with statutory, voluntary and private agencies to gather/share information in order to facilitate decision making for effective service delivery.	Application/ Interview
Ability to maintain accurate and up to date case records in a timely manner.	Interview
Ability to write high quality written reports which are suitable for a variety of professional settings.	Interview
Ability to analyse and interpret varied and complex information, developing strategies and solutions for the medium and long term.	Interview
Ability to use well developed communication skills to present complex/sensitive information in an understandable way, to a range of audiences.	Interview

Competent in the use of Microsoft Office packages as well as an electronic integrated children's system (eg: MOSAIC or similar).	Application
Ability to practice effectively and competently with an increasing level of autonomy and independence.	Interview
Ability to make good quality judgements and sound decisions in situations of increasing complexity, risk, uncertainty and challenge, and be able to effectively explain and justify decisions.	Interview
Ability to determine which interventions, knowledge and skills to deploy to effectively respond to different issues.	Interview
Ability to carry out tasks which impact on the wellbeing of people, including assessing needs, implementing care/welfare, implementing regulations, providing guidance on internal procedures and interpreting policies and procedures to meet specific circumstances or problems.	Interview
Ability to work under pressure and manage time and workload effectively.	Interview
Ability to work within a court setting and other professional settings.	Interview
Ability to work effectively as part of a team to achieve team and service plan objectives and targets.	Interview
Ability to maintain confidentiality at all times	Interview
PERSONAL QUALITIES	
Car driver and daily use of a car for business purposes	Application
Commitment to continuous professional development	Interview
Ability to demonstrate a commitment to individual and reflective supervision	Interview
An understanding of Social Work England's professional standards and a commitment to upholding them in your practice.	Application

ORGANISATION

(i) ORGANISATION CHART

(ii) DESCRIBE HOW AND BY WHOM THE POST IS MANAGED

The post will be managed by the Social Work Manager

(iii) DESCRIBE THE LEVEL OF INITIATIVE AND/OR INDEPENDENCE EXPECTED OF THE POST HOLDER

The post holder will work independently within clear guidelines and regularly use initiative to make decisions, referring to more senior officers for advice on policy/resource issues

(iv) DESCRIBE ANY SUPERVISORY/MANAGEMENT RESPONSIBILITIES

The post holder will have no direct line management responsibility, although they will be expected to assist and provide support to less experienced staff.

(v) JOB CONTEXT – DESCRIBE THE MAIN CONTACTS, BOTH INTERNAL AND EXTERNAL AND THE PURPOSE OF THOSE CONTACTS

External Contacts

- Medway Foster Carer Association
- Mental Health Trusts
- Hospital Trusts
- Designated and named health professionals
- Foster carers
- Schools, Colleges, Universities
- Residential facilities
- Penal institutions
- CAFCASS
- Probation services
- Medway Police
- Police Child Abuse Investigation Team
- Courts
- Faith Groups
- Coram BAAF
- Private and voluntary sector providers

Internal Contacts

- Fostering Panel
- Adoption Panel
- Other Teams/ Sections of Medway Children Services
- Education Panels

- Adult Social Care
- Housing
- Legal Services
- Workforce Development and Organisational Change

FINANCIAL ACCOUNTABILITIES

The post holder will have no direct line management responsibility, although they will be expected to assist and provide support to less experienced staff.

WORKING ENVIRONMENT

The post holder will be based in one of Medway Council's establishments.

WORKING STYLE

The workstyle for this role has been assessed as 'Hybrid'. This means the post holder will have a flexible workstyle and be able to work from a variety of locations. There is an expectation that the post holder will be office based for a minimum of 2 days each week.

This post is exempt under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be subject to an Enhanced Disclosure application to the Disclosure and Barring service (DBS)