

MEDWAY COUNCIL - JOB PROFILE

JOB TITLE	Senior Practitioner – Fostering Team
DIRECTORATE	Children & Adults
SERVICE AREA	Children in Care
RESPONSIBLE TO	Team Manager
GRADE	SW3

MAIN PURPOSE OF JOB

To function as a highly skilled and experienced practitioner within the Fostering Team, providing day-to-day support and advice to social care staff within the team to ensure that high quality services are delivered.

You will be required to enable and support the delivery of these services in an efficient and effective manner, and to work in accordance with departmental policies and procedures. You will assist the Team Manager in service development, Safeguarding procedures, professional supervision and in certain aspects of management.

ACCOUNTABILITIES

To be responsible and accountable for the practice of student social workers on placement, providing expert guidance, assessing practice in accordance with University guidance, and actively participating in the Student's Unit.

To lead on training and development for Foster Carers and to facilitate and attend support groups.

To model good practice that reflects a value based approach to working with children and their families that is child-centred.

To take responsibility for a caseload of complex cases. As well as setting the standard for colleagues to follow, you will supervise the work of other members of the team and actively coach, mentor and develop them.

To ensure that resources are utilised effectively to safeguard and promote the welfare of children and their families.

To keep up to date with research findings, theoretical models and innovative practice within the social work field.

To maintain accurate and up to date records in line with Data Protection legislation and use the Children's Recording System to promote effective case management.

To be available for supervision, as required and to prepare for supervisory sessions, as required by the Team Manager.

To be competent in all areas of the Professional Capabilities framework for Social Workers.

KEY CORPORATE ACCOUNTABILITIES

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

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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‘Do what you say and say what you do’.

PERSON SPECIFICATION

QUALIFICATIONS	Assessment Method
Qualified Social Worker with post qualifying training.	Application
Registration with Social Work England	Application
Willingness to work towards Practice Educator Stage 1 and 2	Application
Completion of ASYE	Application
EXPERIENCE	
Demonstrable post qualification experience of working with children and families	Application
Demonstrable post qualifying experience of working within a fostering environment.	Application
Proven experience in the application of ‘Signs of Safety’ (Desirable)	Application
Demonstrable knowledge of relevant legislation, social care policies, professional practice issues and developments.	Application
Demonstrable experience to assess the needs of vulnerable children and their families and carers within an analytical and holistic framework; using appropriate tools to achieve the desired outcome for this group of service users	Interview
KNOWLEDGE	
Knowledge and experience of working with vulnerable children in a statutory setting.	Application/ interview
Demonstrable knowledge required to recognise and evaluate risk to children and assess measures to reduce that risk	Application/ interview
Demonstrable knowledge and experience in the application of relevant theoretical frameworks, practice models and research findings	Application/ interview
Knowledge and experience in the application of relevant	Interview

legislation, statutory guidance, standards and local policies and procedures.	
SKILLS	
Demonstrable ability to use highly developed communication skills to confidently present complex/sensitive information in an understandable way, adapting the style to a range of audiences	Interview
Ability to maintain accurate and up to date case records.	Interview
Demonstrable 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 settings and other professional settings.	Interview
Ability to work effectively as part of a team to achieve team and service plan objectives and targets.	Interview

OTHER REQUIREMENTS	Assessment Method
Car driver and daily use of a car for business purposes	Application
An understanding of Social Work England's professional standards and a commitment to uphold them in your practice.	Application
Commitment to continuous professional development	Interview
Enhanced DBS check	

ORGANISATION

(i) ORGANISATION CHART

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

The post holder will be line managed by the Team Manager.

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

The post holder will be expected to competently demonstrate the ability to work independently, within the remit of the post, seeking advice and guidance when appropriate from senior management.

(iv) DESCRIBE ANY SUPERVISORY/MANAGEMENT RESPONSIBILITIES

The post holder will be responsible for the supervision of a group of staff and will take it in turns to manage the team's operational daily tasks and duty system. The post holder will also be required to deputise for the Team Manager in their absence.

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

The post holder will have contact with carers, children and young people as well as regular contact with staff, including senior staff throughout the Council and other agencies.

FINANCIAL ACCOUNTABILITIES

None; however the post holder must have the ability to understand cost implications of resource allocation, financial packages and make recommendations to managers about efficient and cost effective use of resources.

WORKING ENVIRONMENT

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