

JOB DESCRIPTION

Job Title	Social Worker
Directorate	Fostering Shared Services
Service	Fostering and Permanence
Grade	F

Responsible to:	Principal Social Worker
Employees directly supervised (if applicable):	None

JOB PURPOSE:

To provide high-quality supervision, support and professional challenge to foster carers, ensuring that children and young people experience safe, stable and nurturing family-based care.

As a Social Worker you will be responsible for a caseload of foster carers, ensuring compliance with fostering regulations and standards while promoting excellent outcomes for children in relation to safety, permanence, education, health, identity and emotional wellbeing.

The role includes recruitment, assessment, training and ongoing development of foster carers, alongside strong partnership working with local authorities and other professionals.

Key Service Priorities

- Safeguarding and Child Welfare
- Promote the welfare, safety and rights of children and young people at all times.
- Ensure safeguarding concerns are recognised, managed and escalated appropriately.
- Contribute to risk assessments, safer caring plans and safeguarding investigations where required.
- Ensure that the child's voice is heard and influences planning and decision-making.

DESCRIPTION OF DUTIES:

Supervision and Support of Foster Carers

- Hold a caseload of foster carers and provide regular supervision in accordance with fostering regulations and agency standards.
- Develop supportive and constructive professional relationships with carers.
- Provide guidance during placement challenges and crisis situations.
- Identify support needs and coordinate appropriate interventions to maintain placement stability.
- Monitor carers' compliance with agency policies, standards and training requirements.

Foster Carer Recruitment and Assessment

- Undertake viability, kinship, fostering and other assessments where required.
- Complete high-quality secure base assessments within agreed timescales.
- Present assessments and reviews to fostering panel.
- Contribute to recruitment events and foster carer enquiries.
- Support the development of a diverse pool of foster carers able to meet local sufficiency needs.

Reviews, Quality Assurance and Compliance

- Complete annual foster carer reviews and associated reports.
- Maintain accurate, timely and analytical case recording.
- Ensure fostering households meet regulatory requirements and National Minimum Standards.
- Undertake quality assurance activity including health and safety assessments and file audits.

- Prepare reports for reviews, panels and statutory meetings.

Training and Development

- Identify learning and development needs of foster carers.
- Deliver and facilitate pre-approval and post-approval training.
- Support carers to complete Training, Support and Development Standards.
- Promote reflective practice and continuous professional development.

Partnership Working

- Work collaboratively with children's social workers, IROs, education and health professionals.
- Attend and contribute to statutory reviews, planning meetings, strategy meetings and professional forums.
- Advocate for children and foster carers where appropriate.
- Promote positive relationships between all professionals involved in the child's care.

Placement Stability and Outcomes

- Monitor the progress and wellbeing of children in foster care.
- Support carers to promote educational achievement, health, identity and emotional resilience.
- Contribute to permanence planning and successful transitions for children.
- Use outcome-focused practice to improve children's life chances

The duties and responsibilities outlined in this job profile are indicative of the role, however they are not exhaustive and may be subject to change. These activities may be varied from time to time to meet the changing needs of the service and its client group. In addition, you will be required to undertake other reasonable duties as directed by your manager.

In accordance with Shared Services working arrangements, your employment will be with the Royal Borough of Kensington and Chelsea. Under the S113 of the Local Government Act 1972 you may be required to act on behalf of one or both of the other two boroughs, the London Borough of Hammersmith and Fulham and Westminster City Council. This may mean that the location of your employment will vary.

SELECTION CRITERIA/PERSON SPECIFICATION

Job Title:	Social Worker
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Conditions to Note:

Candidates:

When completing your application form, please address your answers directly to each of the selection criteria below. This enables the panel to assess your ability to meet each criterion. It is essential that you give at least one example of your ability to meet each of the four Values and Behaviours: Putting Communities First, Respect, Integrity and Working Together.

Recruiting Managers:

The following values and behaviours are essential criteria in each post and must be addressed directly by candidates. The Guidance Notes on values and behaviours for managers give example questions to probe candidates in the interview and application stages of the recruitment process.

Values & Behaviours

The Royal Borough of Kensington and Chelsea has identified four key behaviours and values that should be demonstrated by all council employees. Successful candidates will show the ability to meet these behaviours.

	Equal Opportunities Demonstrate an understanding of and commitment to Council policies in relation to Equal Opportunity, Customer Care and service delivery, and the ability to implement these policies in the workplace.
	Qualifications: • Dip SW or equivalent • Social Work England registered • Clear enhanced DBS check
	Knowledge & Experience: Essential: • Substantial post-qualifying experience in frontline assessment and/or safeguarding teams. • Demonstrable experience of working within the framework of the Children Act 1989. • Working knowledge of the Care Planning Regulations 2010, Fostering Regulations 2011, National Minimum Standards and other relevant legislation, Statutory guidance, Standards and Procedures. • Knowledge and experience in the application of relevant theoretical frameworks, practice models and research. • Ability to utilise and implement social theories and ideas into practice.

	Skills: Essential: • Demonstrate the ability to assess the needs of prospective foster carers within an analytical and holistic framework; using appropriate tools to ensure this is achieved. • Ability to use a variety of well-developed communication styles to present complex/sensitive information in an understandable way, to a range of audiences. • Demonstrate the ability to engage effectively with children and families. • Demonstrate the ability to develop and sustain effective professional relationships. • Demonstrate sound professional judgments and be accountable for their actions.
	Personal Skills: • Highly organised and methodical. • Able to work effectively under pressure and deliver to deadlines. • Effective team worker, including collaboration and delegation. • Able to work flexibly and to adapt to suit the needs of the prospective foster carers and service. • Self-motivated with an ability to work independently within clear guidelines, regularly uses initiative to make decisions, seeking advice on policy/resource issues as required. • Ability to demonstrate anti-oppressive and anti-discriminatory practice to promote equality and manage diversity in the workplace and service provision, ensuring everyone has appropriate and fair access to support. • Able to build and develop productive team relationships, identifying better ways of working and managing change effectively.

Our Values & Behaviours	
	PUTTING COMMUNITIES FIRST • We put local people at the heart of decision making in everything we do. • We seek to include and involve: all voices matter. • We provide quality services that are responsive, effective and efficient. The following examples are indicators of effective behaviour: • I actively involve and include the communities that I serve in my work. • I shall reflect the views of the communities in my daily work. • I shall improve the service I provide through seeking feedback from others. Our residents will feel that: • I have been included

	• I can see how my views have been taken into account • I can see improvements and developments based on my input
	RESPECT • We listen to everyone and value the personal experiences of people in our communities and of each other. • We adopt a fair, and involving approach regardless of any way in which an individual is different to us. The following examples are indicators of effective behaviour: • I adapt my approach to take account of all differences and cultures in the community and with colleagues. • I ensure I am equitable and fair by including those who are quiet or may not be able to represent themselves. • I communicate in a way that is respectful, encourages involvement and meets people's needs. Our residents will feel that: • I feel my culture and background are respected. • I have confidence that action is being taken. • I feel I am being treated fairly.
	INTEGRITY • We act with openness, honesty, compassion, responsibility and humility. • We let people know what we are doing and communicate why and how decisions have been made. The following examples are indicators of effective behaviour: • I demonstrate empathy in my interactions with others. • I am honest and transparent about the decisions I take. • I follow through on the actions I say I will take and take ownership for communicating the outcome. Our residents will feel that: • I am told when something is not possible and the reasons why are explained to me. • I feel my perspective is listened to and understood. • I feel my views are valued

WORKING TOGETHER

- We work together and in partnership with everyone that has an impact on the lives of our residents.
- We want to understand, learn from each other and continually adapt.

The following examples are indicators of effective behaviour:

- I work with others to provide an effective service for residents, local communities and other departments within the Council.
- I seek ways to work with other departments to deliver a seamless service and find opportunities to improve.
- I seek out opportunities to learn from my colleagues and build on good practice.

Our residents will feel that:

- I can get my issue resolved without being passed around departments.
- I find it easy to access the services that I need.
- I feel the Council is open to new ideas.