

JOB DESCRIPTION

Job Title	Social Worker (Kinship and Post-Permanence)
Position Number(s)	1
Department	Fostering Shared Services Service: Fostering and Permanence Service Location: Hybrid Salary: Competitive Hours: Permanent, Full Time, 36 per week, with participation in an out-of-hours duty rota
Section or Service	Children's Services
Grade	Grade F

DESIGNATION:

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

1. JOB PURPOSE:

To provide high-quality social work services to children and families across the Kinship and Post-Permanence Service, ensuring that children experience stable, loving and permanent family relationships.

The postholder will undertake assessments and supervision of kinship carers and special guardians, deliver support to kinship and Special Guardianship families, contribute to permanence planning, and provide post-order support to children and families. They will work collaboratively with children, carers, birth families and partner agencies to promote positive outcomes and prevent family breakdown.

The role requires a strengths-based, relationship-focused and trauma-informed approach, ensuring that children feel safe, secure and connected to their family networks wherever possible.

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.

2. 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.

Kinship Care Assessments

- Undertake comprehensive assessments of connected persons, kinship foster carers and Special Guardianship applicants.
- Complete high-quality, analytical assessment reports within statutory and court timescales.
- Present assessments to fostering panels, court proceedings and decision-making forums where required.
- Provide information, advice and guidance to prospective kinship carers throughout the assessment process.
- Undertake viability assessments and family network assessments to support timely permanence planning.

Post-Permanence Support

- Provide ongoing support to Special Guardians, kinship carers and adoptive families where applicable.
- Complete assessments of support needs and develop tailored support plans.
- Work proactively to prevent placement disruption and family breakdown.
- Support families to access therapeutic services, education support, financial support and community resources.
- Respond effectively to emerging challenges and crises within family placements.

Direct Work with Children

- Build positive relationships with children and young people.
- Ensure children's wishes, feelings and lived experiences are central to planning and decision-making.
- Undertake direct work to support children's understanding of permanence, identity, family relationships and life journey.
- Promote positive outcomes in health, education, emotional wellbeing and family relationships.

Court and Permanence Planning

- Contribute to permanence planning for children unable to return to their parents' care.
- Prepare evidence and reports for court proceedings when required.
- Attend court hearings, legal planning meetings and permanence planning meetings.
- Work alongside Children's Social Workers to identify and secure permanence opportunities at the earliest stage.

Family Support and Relationship-Based Practice

- Develop trusting and effective relationships with kinship carers and special guardians.
- Support families to manage complex behaviours and family dynamics.
- Facilitate family meetings and problem-solving discussions where appropriate.
- Promote resilience, confidence and long-term sustainability within family placements.

Partnership Working

- Work collaboratively with children's social workers, education professionals, health services, CAMHS, legal services and voluntary sector organisations.
- Attend and contribute to multi-agency meetings and reviews.
- Advocate for children and families to ensure their needs are understood and appropriately met.
- Develop strong partnerships with local and national kinship support services.

Safeguarding and Quality Assurance

- Promote and safeguard the welfare of children and young people at all times.
- Identify, assess and manage risk appropriately.
- Ensure accurate and timely recording in accordance with legislation, policy and procedures.
- Maintain high professional standards and ensure compliance with relevant regulations and statutory guidance.
- Contribute to service development, quality assurance activities and continuous improvement.

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

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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.

A	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.
B	Qualifications: Essential: - Dip SW or equivalent - Social Work England registered
C	Skills, Knowledge & Experience: Essential: - Experience of working with children and families in statutory social work. - Knowledge of permanence planning, safeguarding and child protection. - Understanding of kinship care, Special Guardianship and permanence arrangements. - Experience of completing complex assessments and analytical reports. - Knowledge of relevant legislation and guidance including: - Children Act 1989 and 2004 - Special Guardianship Regulations - Public Law Outline - Care Planning Regulations

	○ Working Together to Safeguard Children • Strong assessment, communication and relationship-building skills. • 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.
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Our Values & Behaviours	
D	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

E	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.
F	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
G	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.