

Job Profile

Job Title: Social Worker – Fostering & Permanence
Job Grade: Level 4 Zone 1
Salary Range: £40,652 – 46,779

About Camden

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study, and visit. Because we are not just home to the UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

About the role

We are looking for a highly motivated, enthusiastic, individual to join our Fostering and Permanence Team. Camden is committed to providing high quality care to Children Looked After and Young People, and in doing so, raise the profile of fostering and kinship care to ensure all children have positive experiences whilst living away from their parents and/or families. We have a great opportunity for a fostering and permanence social work role in one of London's most diverse and vibrant boroughs. We want people who will focus on our carers, take responsibility, work together and find better ways of doing things. So if you're full of ideas, enthusiasm, hardworking values, and have a strong interest in improving fostering and kinship services and securing permanence for all children, then Camden Fostering and Permanence Team is the right place for you.

The Camden Fostering and Permanence Team provides alternative accommodation for looked after children whilst also focusing on securing permanent stable families for children who are not able to remain within the care of their family of origin, without unnecessary delay. In this role you will have the opportunity to work with professionals of every discipline. With a remit spanning assessing, training, and supporting carers, matching and supervising placements, progressing care planning and service development, you are guaranteed different challenges every day. The role demands close collaboration and good working relationships across the integrated service and CLA team, FIS teams and Care Experience team to deliver an integrated approach to child care and permanence planning.

We take pride in getting it right first time and you will receive the training and support you deserve to help you deliver for this already first-rate service from day one. If you have the commitment, drive, and ability to deliver high service standards across the borough, then you are the person we are looking for.

Example outcomes or objectives that this role will deliver:

- To undertake the assessment, preparation, training, support and reviews of carers ranging from foster carers, family and friend (kinship) foster carers, private foster carers and special guardians. Able to make ongoing assessments of these frequently complex carers, involving risk assessments while demonstrating knowledge and understanding of the wider needs of the service within budgetary framework/constraints.
- To use supervisory and adult learning skills to assess the potential of carers to meet children's needs. To work in partnership with carers, utilising trauma informed practice skills and knowledge, to help them make sense of the assessment process, their roles and responsibilities, children's needs and the importance of permanence.

- Undertake risk assessment of carers and their households to ensure children and young people are protected. Where required ensure the reviews of carer households and that health and safety checks, safe care policies and DBS checks, LA and Medical checks are updated in line with regulation and service requirements.
- To provide supervision and support to carers under the regulatory requirements in partnership, helping them to develop their practice skills, build confidence and reflect on their own development and to review approved carers in accordance with statutory and departmental requirements.
- Provide information, written assessments, statements, reports verbally and in writing of prospective carers at care planning meetings, formal Panels, court and reviews of Children Looked After.
- To consult and support childcare teams in care planning and planning permanence for Camden's children and young people and to assist in the identification and assessment of placement needs including the development of support plans for long-term permanent placements.
- Maintain file records and supervision records relating to carers to a high standard in accordance with relevant legislation, policy and procedures. To ensure all produce written cases notes and reports provided are well argued, focused with sound analysis and rationale for actions.
- To role model and help others demonstrate professionalism, participate in supervision and ensure professional social work standards are maintained throughout area of responsibilities. Use individual and group supervision reflectively to discuss, debate and test hypotheses when examining your cases. You will explore multiple perspectives and presenting issues, linked to underlying risks or needs. Utilise supervision to develop your practice skills, build confidence and reflect on your own development.
- To participate in a duty system including out of hours to ensure carers are provided with the support they need to care for Camden's children and young people consistently.
- Develop and sustains professional working relationships with clients, carers, colleagues and external agencies based on mutual trust, respect for individual rights and cultural needs, and the promotion of equality and diversity.
- To take responsibility for own performance and development to establish goals, commitments and strategies for improved productivity and accomplishment.

Qualifications

- Diploma in social work or equivalent qualification
- SWE Registered

Technical Knowledge and Experience:

- Good working knowledge of the legislative framework relating to children, particularly the Children Act 1989 and all legislation related to Children in Need and Children in Care.
- Sound knowledge of the legislative framework relating to children, particularly the Children Act 1989 and all legislation related to family and friends' carers, fostering and Special Guardianship Regulations; also, a good understanding of the recent legal changes and trends within the family court system.
- To demonstrate skills in dealing with complex issues within the assessment and support of carers.
- Experience of group work particularly in relation to foster and kinship carers.
- Good communication skills both (verbal and written)

- Proficient in using Microsoft Office packages

Work Environment:

The post-holder will be required to work in line with Camden's agile working framework including flexible and remote working patterns as required by the service.

People Management Responsibilities:

There are no direct reports

Relationships:

- To build lasting and effective relationships with carers.
- To work across a number and services and disciplines in an effective manner.
- Establishes a network of internal and external colleagues from whom to seek advice and expertise
- Engages positively with and contributes to organisational development.
- This role reports to the Team Manager Fostering & Permanence

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,