

Job Profile: Adoption and Permanence Social Worker

This supplementary information for Adoption and Permanence Social Worker is for guidance and must be used in conjunction with the Job Capsule for Job Level 4 Zone 1

Camden Way Category 4

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

The Camden Adoption and Permanence Service provides alternative accommodation for children who are not able to remain within the care of their birth parents. The team consists of three parts Adoption Assessment Team, Family and Friends Team and Adoption and Special Guardian Support. The overall team is part of an integrated service comprising a Looked After Children's team, a virtual Looked After Children Academy, a specialist health team, targeted CAMHS provision and the fostering team.

In this role you will have the opportunity to work with professionals of every discipline. With a remit spanning the assessment and support of family and friends carers, you're guaranteed different challenges every day. The role demands close collaboration and good working relationships across the integrated service and LAC team, CIN teams and 16+ service to deliver an integrated approach to child care planning.

Example outcomes or objectives that this role will deliver:

- To undertake the assessment, preparation, training, support and reviews of family and friends carers and adopters offering placements.
- To be involved in the recruitment of adopters including participation in information evenings (both in Camden and within the North London Fostering and Adoption Consortium), foundation days and preparation groups.
- To share in the development of information and publicity that is sensitive to the needs of all cultural groups about the services provided by the department.
- To assist in the identification and assessment of placement needs.
- To demonstrate a good practice working model to family and friend's carers, adopters, foster carers and their networks.

- To review approved family and friends carers and adopters in accordance with statutory and departmental requirements.
- To complete family finding and matching for children with a plan of adoption as well as family finding and matching for children under 11 years with a plan of long-term fostering.
- At all times carrying out responsibilities and duties with due regard to legislation and to the Council's child care policies and within the framework of an integrated range of services for children and their families.
- At all times ensuring that services offered by the team meets the needs of the multi-racial and multi-cultural community in Camden.
- To participate in the development and updating of policy, practice and procedures as relevant to the post.
- To be aware, understand and make use of research and developments to the work of the Family Placements Service.
- To work as part of a professional network

People Management Responsibilities:

None

Relationships:

- To work across the Adoption and Permanence Team in respect of all three aspects of the team.
- 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.

Work Environment:

- Camden has a strong flexible working ethos and you will be able to negotiate working from the Adoption and Permanence Office, different Camden office sites or from home.

Technical Knowledge and Experience:

- Diploma in social work in social work or equivalent qualification; HCPC registration. Sound knowledge of the legislative framework of social service department.
- At least one year of qualifying experience and working in a Children and Families Division; experience of working in a family placements and/or adoption service is desirable.

- Sound knowledge of the legislative framework relating to children, particularly the Children Act 1989, Adoption and Children Act 2002 and all legislation related to adoption, fostering and family and friends carers and 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 family and friends carers, adopters and foster carers.
- Experience of group work particularly in relation to adopters and family and friends carers.
- Experience of assessment particularly the assessment of prospective adopters, foster carers and family and friends carers (including Special Guardianship).

Camden Way Five Ways of Working:

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit by clicking [HERE](#)