

Job Profile Information: Senior Practitioner - Adoption Team and Adoption and Special Guardianship Support Team

This supplementary information for Adoption and Special Guardianship Support Social Worker is for guidance and must be used in conjunction with the Job Capsule for Job Level 4 Zone 2

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 and Special Guardian Support, Adoption Assessment Team and the Family and Friends Team. The overall team is part of an integrated service comprising a Looked After Children/Leaving Care team, a virtual Looked After Children Academy, a specialist health team, targeted CAMHS provision, a resource team and the fostering team.

In this role you will have the opportunity to work with professionals of every discipline. With a remit spanning both adoption and adoption and special guardianship support, you're guaranteed different challenges every day. The role demands close collaboration and good working relationships across the integrated service and LAC/Care Leavers team and CIN teams to deliver an integrated approach to child care planning.

Example outcomes or objectives that this role will deliver:

- To work in collaboration with the Adoption Senior Practitioner and Adoption/Special Guardianship Support Senior Practitioner in taking a joint lead role in the Department's provision, co-ordination and development of comprehensive adoption and adoption/special guardianship support services.
- To supervise up to 3 designated social workers in either the adoption or adoption and special guardianship support teams and ensure that they are providing service to clients that is of a high quality and effective.
- To undertake and co-ordinate the recruitment, assessment, preparation, training, support and reviews of people offering adoptive, special guardianship or long-term fostering placements.
- To be involved in the recruitment of adopters including participation and facilitation of information evenings (both in Camden and within the North London Fostering and Adoption Consortium), foundation days and preparation groups.

- To take a leading role in providing and developing a comprehensive adoption and post adoption service including carrying a complex caseload, at times.
- To provide and support social workers to provide an intermediary services to birth and adoptive families for adults who have been adopted by Camden and who are seeking access to their social services records.
- To undertake the assessment of adoptive and special guardianship families in need of support, access adoption support services and to review these packages of support.
- To undertake and review adoption support fund assessments and applications in respect of the therapeutic needs of adoptive and special guardianship families.
- To actively participate in a duty service for the Adoption and Permanence Team.
- To assist in the development of appropriate post-placement and post adoption support services.
- To share the co-ordination of the confidential letterbox system and direct contact post-adoption.
- To undertake requests for the counselling of adopted adults, via the General Registrar (Under Schedule 2 adoption and Children Act 2002).
- To provide counselling, guidance and assistance to adopted adults seeking information about their birth family and access to records relating to their adoption.
- To provide an Intermediary Service under Section 98 adoption and Children Act 2002, to all parties involved in adoption, including adopted adults and birth relatives.
- 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.
- To provide consultancy, guidance and advice to social workers, senior social work staff and other relevant staff
- To participate and facilitate training and support groups for different client groups including prospective adopters, adopted adults, special guardians and adopters.
- To develop links with relevant external agencies and groups particularly the North London Adoption Consortium.
- 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 share in the development of information and publicity that is sensitive to the needs of all cultural groups about the services provided by the Adoption and Permanence Team.

- To be aware, understand and make use of research and developments to the work of the Adoption and Permanence Team.
- To attend and participate in meetings relevant to the post.
- To perform such duties as may be requested by your line manager from time to time, so far as they are compatible with the aims and level of responsibility of the post.
- To work as part of a professional network.

People Management Responsibilities:

- To supervise up to 3 staff members across the adoption team and the adoption/special guardianship team;
- To undertake duties on behalf of the team manager as required by the needs of the service.

Relationships;

- 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 in accordance with team needs.

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 five years of post-qualifying experience and working in a Children and Families Division; experience of working in an adoption service is preferable.
- Sound knowledge of the legislative framework relating to children, particularly the Children Act 1989, Adoption and Children Act 2002, Adoption Support Regulations 2005 and all legislation related to adoption, adoption support, special guardianship support and Special Guardianship Regulations; also, a good understanding of the recent legal changes and trends within the family court system.
- Experience of group work particularly in relation to adopters and special guardianship carers.

- Experience of assessment particularly the assessment and reviews of the support needs adopters and special guardians.

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:

<http://www.togetherwearecamden.com/pages/discover-jobs-and-careers-in-camden/working-for-camden/>