

Job Profile Information: *Senior Practitioner - Fostering Team*

This supplementary information for *Senior Practitioner* is for guidance and must be used in conjunction with the Job Capsule for Job Family Social Care at 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.

The Camden Fostering Service provides alternative accommodation for looked after children 'LAC'. The team is part of an integrated service comprising of a Looked After Children's and Leaving Care team, a virtual Looked After Children Academy, a specialist health team, targeted CAMHS provision and Adoption and Permanence team. In our September 2017 OFSTED Inspection the Fostering Service was judged to be a good service with Outstanding features for Outcomes for Children and Quality of Service. You will have the opportunity to work with professionals of every discipline. With a remit spanning recruiting and assessing foster carers, matching and supervising placements, progressing care planning and service development, you're guaranteed different challenges every day.

In this role you will ensure that services offered by the team meets the needs of LAC children ensuring that assessments, child care planning and interventions are effective in promoting optimal outcomes for LAC. The role demands close collaboration and good working relationships across the integrated service and LAC, Leaving Care team and Child in Need teams to deliver an integrated approach to child care planning. In this role you will also support private fostering assessments, Prepare campaigns to target private fostering and measurement and preparation of reports of this service.

Role Purpose:

- To develop and support a comprehensive service for children and young people needing family based placements.
- To take a leading role in the Department's provision of a comprehensive fostering service.
- To work in accordance with guidelines set out by local management and to make appropriate use of statutory, independent and voluntary resources.
- To role model and help others demonstrate professionalism, ensuring professional social work standards are maintained throughout area of responsibilities

Example outcomes or objectives that this role will deliver:

- To work as a part of a team to provide, co-ordinate and develop a comprehensive service for children and young people needing family based, short term and emergency placements.
- To establish a network of internal and external colleagues from whom to seek advice and expertise
- To take a leading role in the Department's provision of a comprehensive fostering service.
- To undertake the recruitment, assessment, preparation, training, support and reviews of people offering placements.
- To take part in the management of the placements service for the Division.
- Plays a leading role in practice development in the team and help sustain a learning culture.
- 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 Family Placement Teams.
- To provide professional support and supervision to designated social workers in the team.
- To assist in the identification and assessment of placement needs.

- To review carers in accordance with statutory and departmental requirements.
- 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 contribute in the development of appropriate quality assurance systems for family placements work.
- 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.

People Management Responsibilities:

- To undertake duties on behalf of the team manager as required by the needs of the service, e.g. to advise Family Placements Panel in the absence of the team manager.
- To have direct supervisory responsibility for social workers within the team, ensuring that they are offered supervision in accordance with Camden supervision policy and framework.
- To take a lead on a key area of the Camden Fostering Service (e.g recruitment and assessment of foster carers, training and support of foster carers, family link fostering or private fostering), ensuring that practices are informed by new research and developments in the field, reporting directly to the Team Manager about progress, future development needs, and strategic annual planning.

Relationships:

Post holder will establish a network of internal and external colleagues from whom to seek advice and expertise. You will also engage positively with and contribute to organisational development.

Work Environment:

Camden has a strong flexible working ethos and you will be able to negotiate working from the Fostering Service Office, different Camden office sites or from home. The post holder will also be expected to undertake home visits to foster carers.

Technical Knowledge and Experience:

- Diploma in social work or equivalent qualification; HCPC registration. Sound knowledge of the legislative framework of social service department.
- Extensive post qualification experience of working in a Children and Families Division including experience in a family placements service.
- Sound knowledge of the legislative framework relating to children, particularly the Children Act 1989
- Sound knowledge of the Fostering Regulations and national minimum standards and other related policies such as private fostering, short breaks and connected persons fostering.
- To demonstrate skills in dealing with recruitment issues such as developing campaigns and preparation training for foster
- Experience of group work particularly in relation to foster carers.
- Experience of assessment particularly the assessment of prospective foster carers.
- Experience of giving supervision, an ability to evidence the assessment and motivation of staff, identifying training needs. At least one year's experience supervising and managing professional staff.(NMS 17.2)

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](#)