

Job Profile Information: Permanence and Special Guardianship Support Social Worker

This supplementary information for Permanence and Special Guardianship Support Social Worker is for guidance and must be used in conjunction with the Job Capsule for Job Family Social Care at 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 Permanence Service's main role is to provide permanent stable families for children who are not able to remain within the care of their family or origin, without unnecessary delay. The team undertakes work to assess permanent carers, provide a family finding/consultation service and support children and young people to build positive relationships with their permanent carers and if appropriate with their birth families. 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 our September 2017, OFSTED Inspection the Adoption Service was judged to be Outstanding and our aim is to continue this good service in relation to all area of permanence.

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 and long term foster 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.

You will share and exercise the organisational practice ethos which places systemic practice at the heart of working with families. As a Permanence social worker you will assess, supervise and support carers to help them ensure the best quality care for children, working with the network to promote permanence and stability. You will use individual work, group work and deliver training to facilitate the development of carers ability to offer attuned care.

Example outcomes or objectives that this role will deliver:

- To undertake the assessment, preparation, training, support and reviews of permanent carers ranging from SGO carers, Family and Friend Foster carers and main stream foster carers offering long term placements.
- To complete thorough, child-focussed and ongoing assessments, which recognise strengths, vulnerabilities as well as attitude to change. To ensure that assessments bring out clearly the voice of the child and demonstrate an empathic view of how family and wider circumstances impact on children's ability to develop to their full potential.
- In fostering and permanence to use supervisory and adult learning skills to assess the potential of carers to meet children's needs. To work in partnership with carers to help them make sense of the assessment process.
- To consult and support child care teams in planning permanence for Camden's children and young people.
- To undertake interagency work to assess and deliver support to SGO carers including completing ASF assessments.
- To analyse support plans regularly to ensure the support provided is making a difference to reduce risk and adjust the plan accordingly, including the views of children, young people, parents, carers and the professional network.
- To communicate clearly with children and families and ensure that their wishes and feelings are considered as part of the permanence planning.
- 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 all permanent carers and their networks.
- To review approved permanent carers in accordance with statutory and departmental requirements.
- To produce written cases notes and reports which are well argued, focused with sound analysis and rationale for actions
- 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 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
- To provide develop and deliver training and support groups for permanent carers within Camden and in conjunction with the North London 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 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; maintain effective working relationships with peers, managers and leaders both within the profession, throughout multi-agency partnerships and public bodies, including the family courts.
- To maintain professionals standards through training and development.

People Management Responsibilities:

None

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 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:

- Must have a Diploma in social work in social work or equivalent qualification; HCPC registration.
- Excellent working 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 service is desirable.
- 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 family and friends carers.
- Experience of group work particularly in relation to family and friends carers.
- Experience of assessment particularly the assessment of prospective family and friends carers 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