

## **Job Profile Information: Supervising Social worker – Fostering Team**

**This supplementary information for Supervising Social worker – Fostering Team 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 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 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.

In this role you will have the opportunity to work with professionals of every discipline. With a remit of assessing foster carers, matching and supervising placements, progressing care planning and service development, you are 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 addition to this you will have the opportunity to participate in various other team activities such as delivering support groups, skills to foster program or training to carers.

The role is within a dynamic service, working in a systemic approach under the Camden Model of Social Work.

#### **Example outcomes or objectives that this role will deliver:**

- To undertake the supervision, preparation, training, support and reviews of foster carers offering placements.
- To undertake fostering assessment of potential carers

- 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 foster carers and their networks.
- To review approved foster 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 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 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.
- To work collaboratively with various Children's teams and external agents

**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.

### **Technical Knowledge and Experience:**

- Diploma in social work in social work or equivalent qualification; Social Work England registration. Sound knowledge of the legislative framework of social service department.
- Two years 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 and all legislation, regulations and standards related to fostering; 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 foster carers.
- Experience of group work particularly in relation to foster carers.
- Experience in completing various assessments

### **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