

Job Description

Fostering Social Worker (Proficient)

Job functions

- Provide reliable effective social work practice that safeguards and promote the welfare of children in need so that children maintain a reasonable standard of health and development, receive reasonable parenting, and have a sense of permanence. Where a child is disabled take action to minimise the effect of their disabilities so they have the opportunity to lead lives as normal a life as possible.
- Be responsible for the assessment, supervision, and support of foster carers.
- Take effective action to secure permanence for children unable to live at home within a timescale that meets their needs.
- Work with foster carers and other professionals to ensure children's needs are met in accordance with their placement plan, care plan or pathway plan, and the appropriate level of delegated authority is in place.
- Show effective practice that places children at the centre of professional assessment, planning, intervention and review activity, and that their views and wishes (appropriate to their age and understanding) are sought and used to understand the child's world and shape the level of intervention and type of help offered.
- Provide effective practice in working with foster carers, special guardians, prospective adopters and other people who are looking after someone else's children, to maximise their effectiveness in ensuring that children's needs are met and that they are able to live as normal a life as possible, understand their journey to their placement, are making good progress in terms of their health, development and education, and are prepared for their transition to adult life.
- Provide effective professional leadership so that professionals work together well to meet the needs of children.
- Promote and deliver publicity, marketing and recruitment campaigns to individuals and groups to generate new enquiries from the public to become foster carers.

Key duties

- Carry out high standard timely assessment, planning, review and other activities in relation to holding and discharging responsibility for the assessment, supervision and support of foster carers in accordance with legal, regulatory and professional practice standards.
- Conduct supervision and reviews of foster carers' approval with sufficient thoroughness to allow the fostering service to properly satisfy itself about their carer's on-going suitability to foster.
- Make sound balanced professional judgements about foster carers' capacity to meet the needs of children and to act as a foster carer.
- Provide co-ordination, support and challenge so that professionals are working effectively together for the child in placement.

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- Prepare and present with minimal direction evidence and reports to Panels and Courts in order to secure the decisions that will enable the child to have a safe and secure childhood.
- Develop specialist knowledge and use this to improve effectiveness of practice within the team and wider service.
- Promote in own practice, within the team the participation of children, young people and their families in developing the service provided by the team and service group.
- Engage positively with and contribute to workforce development activity and contribute to the development of our learning and improving team.
- Provide effective practice in receiving and sharing information about foster carers, children in placement and their families in accordance with agreed policies, protocols and procedures.
- Provide effective practice in keeping foster carers and other professionals informed about the involvement of children's social care and progress of cases.
- Make sound recommendations based on evidence based analysis on the appropriate level of intervention in a carer's life, including initiating child protection processes.
- Carry out to a good standard actions under Part 5 of the Children Act 1989 concerning the protection of children, including co-ordinating and contributing to child protection investigations, strategy meetings / discussions, child protection case conferences, making applications to the court and working with the police to ensure immediate protection needs are addressed.
- Provide good practice in taking account of individual people's heritage and needs when assessing, planning, delivering or reviewing services for that individual. This means taking account of an individual's race, ethnicity, language, religion, sexual orientation, culture, and disability.
- Apply effectively principles of anti-discriminatory practice in identifying and redressing the negative impact of racism, homophobia, discrimination based on gender, ethnicity, disability, class, culture, language or religion.
- Maintain case records and related information systems to a good standard.
- Take responsibility for using supervision and other opportunities to critically reflect on own practice and actions to improve own performance, and to identify actions that would improve the effectiveness of the team and wider service group.
- Consistently contribute to team and service meetings, and get involved in groups that are focused on improving the quality and effectiveness of the team and service.
- Contribute to the learning of others by offering support to less experienced social workers, providing appropriate coaching, mentoring and consultation.
- Undertake training and be able to act as a Practice Educator for students.
- Manage a complex workload independently, and able to recognise when to seek support and guidance to support reflective practice.
- Make recommendations and decisions in line with the scheme of delegation.
- Act in accordance with policies, procedures and guidance relating to information sharing, the use of ICT, and resource management.
- Contribute to reducing risks to the health, safety and well-being of staff working in the service by acting in accordance with agreed procedures.

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- Act in accordance with the standards of conduct, performance and ethics set by the regulator for social workers.
- Carry out any other duties that are consistent with the role.