Job Description
Social Work Practitioner - Fostering

Job Title:
Social Work Practitioner

Main Purpose Of The Post:
Caritas Care recognises that foster care is one of the most important child care resources. Its commitment is to ensure the highest quality care for all children and young people who could benefit from it.

The post holder will support the Fostering Service in its delivery of its service. This will include the supervision and ongoing support to fostering carers, support to children in placement and recruitment and assessment of foster carers throughout the North West.

Relationships:

- **Responsible to:** **Fostering Service Manager**

Main Tasks Of Job:

- Recruitment, assessment, preparation and training of prospective foster carers, attendance at Fostering Panels, matching with children, ongoing supervision and training of foster carers and support to children. All of the above to secure the well-being, stability and security of children referred to Caritas Care in accordance with the Agency's aims;
- Establish effective working relationships with foster carers, children and professionals
- Work in a safe and effective manner and with an adherence to Fostering Regulations /Standards which safeguards children
- Participate in planning meetings, assist in defining clear goals for children, and contribute to the drawing up of Fostering agreements and other reports
- Implement and monitor defined plans for children, by introducing, placing and supervising carers in accordance with agency's procedures
- Undertake duty responsibilities on a rota basis
- Provide out of hours support to foster carers on a rota basis
- Write reports and contribute to reviews for foster carers and children
- Undertake therapeutic direct work with children in order to help them to understand themselves and clarify their own needs and support care planning

- Undertake commissioned work through arrangements with local authorities as required, such as supporting foster carers facing allegations
- Maintain up to date and appropriate written records
- Assist the Fostering Service Manager with the development of policies and procedures and consistency of practice
- Ensure adherence to policies and procedures, in line with Fostering Regulations/Standards
- Attend staff meetings and participate in training and development events
- Participate in the support and supervision of students
- Undertake any other duties as required, which are compatible and appropriate to the general character of the post, reflecting the changing demands of the service
- Work in a manner which is in keeping with the equal opportunities and anti-oppressive practice standards of Caritas Care and in accordance with the stated values of the organisation
- Adhere to health and Safety regulations and maintain a safe working environment
- Work accountably within all the organisation's policies and procedures, including acceptable usage of ICT, Confidentiality, Data Protection and Equal Opportunities
- Abide by the Social Work England Code of Practice, including post registration training and learning.
- Engage positively with the Ofsted Inspection process
- Respond to change in a flexible and positive manner.

The above is not an exhaustive list of duties and you will be expected to perform different tasks as required by your role and the overall objectives of the charity.

Confidentiality
It is expected that all Caritas Care employees will understand that our work is confidential and that personal details must not be divulged to members of the public. This obligation will continue indefinitely even after termination of employment. All approaches by the media or other third parties must be referred, unanswered, to the line manager

Values and Principals

The person who holds this position is expected to be familiar with and have regard to the Vision, Mission and Values Statements of Caritas Care and work within that framework. He or she must be prepared to operate within the ethos of the charity.

Qualifications and Experience
Qualified Social Worker. The post holder will be expected to demonstrate his or her suitability for the post through life and career experience. See the Person Specification for full details.

PERSON SPECIFICATION

(To be read in conjunction with the Job Description)

POST	Social Work Practitioner – Fostering

	ESSENTIAL CRITERIA	DESIRABLE CRTIERIA
Qualifications/Attainments	• Social Work England recognised Social Work qualification • Registration with Social Work England (or application submitted) • Record of recent in-service and on-going training to be demonstrated • Full UK drivers licence • Willingness to consent to a DBS check	• Advanced Child Care Award • Specialist qualifications in work with children and young people • T.L.S.W Training • VIPP Training • Therapeutic Parenting training • Experience in education
Relevant Experience	• Of family finding/matching and permanency planning • Experience of implementing and monitoring plans for children • Experience which provides a framework for assessing children's needs and applicants' suitability to adopt or foster • Of safeguarding children practice • Of working in a social work team • Of multi-disciplinary work	• Of Social Work practice with children and families in local authority • Of work in a Voluntary Organisation • Social work experience within a Fostering Service • Of presenting material to fostering/adoption panel • Some experience of supervising/mentoring others e.g. student supervision • Of developing and delivering training • Of court proceedings
Knowledge/Skills	• Of public and private law relating to children • Working knowledge of all relevant children's legislation and associated guidance, in particular The Children's Act 1989, Children Act 2004, Adoption and Fostering: National Minimum Standards 2011 and 2013 • Of child and adolescent development behaviour and impact of trauma • Of child neglect and physical, sexual and emotional abuse • A thorough understanding of the principles and effects of separation and loss on children	• Of undertaking analytical assessments of potential foster carers within defined timescales • Familiarity with direct work • Good understanding of what challenges young people and foster carers face

	• Communicating effectively and comfortably with children and families from various social, economic and ethnic backgrounds • Communicating with and promote good working relationships between colleagues – both fieldwork and other professionals • Plan, organise and manage a caseload, associated administration, and general use of time • Write fluent accurate, concise and non-judgemental reports and case records which are consistent with statutory guidance and agency procedures • Use initiative and seek advice as appropriate • Flexibility to work outside office hours including being part of an out of hours rota for telephone support	