

# Adoption Partnership

## Senior Practitioner - Permanency Planning Lead

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### **Purpose of the Job:**

The PPM Lead will support Safeguarding and Child in Care teams across the region and will lead on supporting the permanency planning of children whose plan maybe one of adoption. The post holder will be proactive in extracting and analysing available data of children and unborns likely to enter Care and maintain a Permanency Planning Lead tracker to monitor cases with a potential adoption plan.

### **Main duties and responsibilities:**

1. Manage and maintain a Permanency planning lead tracker which covers all children aged under 7' years old in pre-proceedings and proceedings with a potential adoption plan
2. Attend all Permanency planning meetings with children's social work teams and child in care teams until ADM is made or it is identified that adoption is not the appropriate plan for that child
3. Provided advice and information to the social work teams for use within final evidence and care planning in relation to adoption and available adopters for children
4. Provide family finding statements to the court, if directed, in cases where no family finder is allocated
5. Identify potential foster for adopt cases, manage the referrals for foster to adopt and progress the case until child is either placed with foster for adopt carers or the court directs alternative placement
6. Provision of advice to social workers when family members or foster carers are considering seeking SGO or adoption
7. Provision of advice to social workers and birth parent(s) when the parent(s) are seeking to relinquish their child for adoption.

## Person Specification: *Permanency Planning Lead*

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The following outlines the Minimum criteria for this post. Applicants who have a disability and who meet the minimum criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	<b>MINIMUM</b>
<b>QUALIFICATIONS</b>	<p>Degree in Social Work, CQSW/DipSW or equivalent and registration as a social worker with the HCPC.</p> <p>Evidence of relevant professional development.</p>
<b>EXPERIENCE</b>	<p>The Permanency Planning lead must be a social worker with extensive post qualification experience.</p> <p>Substantial experience of children and families social work and care proceedings including complex cases.</p> <p>Experience of adoption and care planning.</p> <p>Experience of successful inter-agency working.</p> <p>Demonstrable experience of working with Adoption in a Professional post-qualifying practice in Children's Services fieldwork setting. (Statutory, voluntary or independent).</p> <p>Experience of care planning policy and standards.</p> <p>An understanding of implementation of Adoption &amp; Fostering Regulations and National Standards.</p>
<b>SKILLS AND ABILITIES</b>	<p>Ability to communicate effectively with Members, service users, and colleagues at all levels and to build effective partnerships internally and with external agencies.</p> <p>Be able to tack children's care plans.</p> <p>Be able to attend permanency planning meetings and contribute confidently within these meetings.</p> <p>Work to tight deadlines.</p> <p>Excellent oral and written communication skills, including the ability to write and present clearly for a wide range of audiences.</p> <p>Ability to work within an Equal Opportunities, non-discriminatory framework.</p> <p>Effective negotiating and interpersonal skills.</p>

<p><b>KNOWLEDGE</b></p>	<p>High level working knowledge of current relevant legislative framework and national policy.</p> <p>Ability to interpret and disseminate policy, research and relevant case law.</p> <p>Expertise and understanding of child development and attachment theory.</p> <p>Ability to interpret and analyse statistical and written information.</p> <p>Understanding/knowledge of adoption, fostering, disability, and children and families issues.</p> <p>An understanding of diversity and difference.</p>
<p><b>BEHAVIOURS AND KENT VALUES</b></p>	<ul style="list-style-type: none"> <li>• We are brave. We do the right thing, we accept and offer challenge</li> <li>• We are curious to innovate and improve</li> <li>• We are compassionate, understanding and respectful to all</li> <li>• We are strong together by sharing knowledge</li> <li>• We are all responsible for the difference we make</li> </ul> <p>Professional credibility</p> <p>Works effectively autonomously and also as part of a team.</p> <p>Innovative</p> <p>Approachable and confident in providing advice to social workers.</p> <p>Commitment to Equal Opportunities</p>