

## Kent County Council

### Job Description: *Social Worker – Fostering Assessment Team*

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<b>Directorate:</b>	<b>Children, Young People and Education</b>
<b>Unit/Section:</b>	<b>Specialist Children's Services</b>
<b>Grade:</b>	<b>KR9</b>
<b>Responsible to:</b>	<b>Team Manager</b>

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

Manage a workload of Foster Carer assessments across the county of Kent and on occasion outside of the county (if a child has been placed with connected persons foster carers residing outside the LA area), adhering to clearly defined timescales and working in accordance with the Fostering National Minimum Standards and Fostering Regulations 2011. The role will involve supporting the Team Manager at targeted recruitment and information events, undertaking initial visits to prospective foster carers, delivering the 'Skills to Foster' training with colleagues and presenting to Fostering Panels. Part of the role will also be to undertake assessments of Connected Persons Foster Carers in accordance with the Care Planning, and Case Review Regulations 2013 and support and supervise these carers in accordance with current policy.

The post holder should be working in line with the Social Care Capability Framework.

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

- Manage a caseload of diverse cases, involving initial visits to fostering applicants, fostering assessments and assessments and supervision of connected persons carers, effectively meeting the needs of the client group, in line with the standards set out in the Social Care Capability Framework and managed within a clear framework of supervision.
- Deliver the 'Skills to Foster' training with colleagues within the Fostering Service.
- Support the Team Manager, working with colleagues within the Fostering Service, at recruitment events, to ensure the promotion of 'Kent Fostering', actively contributing ideas to support service delivery and provide fostering applicants with good quality, accurate and up-to-date advice and support about becoming a Foster Carer with Kent County Council.
- Initiate and develop close working partnerships with statutory agencies, voluntary and private sector agencies, carers and those with parental responsibility in order to facilitate good outcomes for children and their families.
- Complete effective and timely recording of accurate information using agreed systems.
- Maintain a good working knowledge of legislation, local policies and procedures, particularly those relating to Looked After Children, Children in Need and Child Protection, acting in line with these to ensure consistency and a high quality of service delivery.

- Attend training courses and other development opportunities as agreed with line manager to ensure compliance with Social Work England .

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

Kent County Council  
Person Specification: *Social Worker – Fostering Assessment Team*

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

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

	CRITERIA
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"><li>• Degree in Social Work, CQSW, DipSW or equivalent.</li><li>• Registration as a Social Worker with Social work England.</li><li>• Proven experience in a post qualified Social Work position</li><li>• Evidence of relevant continuing professional development</li></ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"><li>• Experience of working with foster carers, children and their families.</li><li>• Experience of completing analytical assessments and well informed risk assessments .</li><li>• Experience of family placement, child care and permanency.</li><li>• Experience of systemic practice e.g. signs of safety.</li></ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"><li>• Ability to undertake high quality evidence-based assessments, with sound theoretical underpinning and the use of relevant research.</li><li>• Excellent report-writing skills and the ability to communicate clearly in writing.</li><li>• Accurately record information distinguishing conflicting views and perspectives.</li><li>• Ability to work within a formal panel setting.</li><li>• Ability to work within an Equal Opportunities, non-discriminatory framework.</li><li>• Good interpersonal skills to communicate effectively with foster cares, children, families and colleagues.</li><li>• Good standard of direct work skills with children and their families.</li><li>• Ability to prioritise and to work effectively on own initiative as well as within a team.</li><li>• Computer literate.</li><li>• Engaging and able to effectively and confidently communicate with a range of people.</li><li>• Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day.</li><li>• Able to work flexibly to meet the demands of the service including some evening and weekend working.</li></ul>

<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Working knowledge of child development and demonstrate an ability to underpin practice with a theoretical base, including attachment theory and the needs of Looked After Children/Children in Need/children in the Child Protection system</li> <li>• Working knowledge of the Fostering Regulations, National Minimum Standards and the Care Placement and Planning Review Regulations.</li> <li>• Knowledge of family court proceedings.</li> <li>• Understand and apply the concepts of child development, attachment, separation, loss, change and resilience.</li> <li>• Keep up with changing issues and contexts at all levels, including in depth knowledge of social work research, and applying these in practice.</li> </ul>
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Professional credibility and presentation</li> <li>• Initiative/high motivation</li> <li>• Innovative /flexible</li> <li>• Emotionally resilient.</li> <li>• Commitment to personal learning and development.</li> <li>• Commitment to equal opportunities and valuing diversity.</li> </ul>
<b>KENT VALUES AND CULTURAL ATTRIBUTES</b>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are <b>brave</b>. We do the right thing, we accept and offer challenge</li> <li>• We are <b>curious</b> to innovate and improve</li> <li>• We are <b>compassionate</b>, understanding and respectful to all</li> <li>• We are <b>strong together</b> by sharing knowledge</li> <li>• We are all <b>responsible</b> for the difference we make</li> </ul> <p>Our values enable us to build a culture that is:</p> <p><b>Flexible/agile</b> - willing to take (calculated) risks and want people that are flexible and agile</p> <p><b>Curious</b> - constantly learning and evolving</p> <p><b>Compassionate and Inclusive</b> - compassionate, understanding and respectful to all</p> <p><b>Working Together</b> - building and delivering for the best interests of Kent</p> <p><b>Empowering</b> - Our people take accountability for their decisions and actions</p> <p><b>Externally Focused</b> - Residents, families and communities at the heart of decision making</p>

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<b>Unit/Section:</b>	<b>Specialist Children's Services</b>
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