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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>KR11</b>                                 |
| <b>Responsible to:</b> | <b>Team Manager</b>                         |

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

Manage a caseload of foster and / or kinship carers with higher levels of complexity, involving the assessment, planning, implementation, and evaluation of appropriate action, to ensure that there are resources to safeguard and promote the welfare of children, their families and carers. Contribute to raising and maintaining standards of professional social work within a social work team, develop areas of specialist practice, offer expert advice to less experienced staff and act as a Practice Assessor for students / ASYE.

The post holder should be working in line with the relevant standards set out in the Social Care Capabilities Framework (SCCF).

Demonstrate expert and effective practice in complex situations, assessing and managing higher levels of risk, striking a balance between support and control, liaising with a wide range of professionals. Manage complex caseloads and offer expert opinion within the organisation and to others. Model good practice setting expectations for others, continuing to develop specialisms and act as champion across the service in their area of expertise.

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

- Manage a caseload of complex cases involving the supervision, training and support of foster and / or kinship carers which include high levels of risk and needs and do so to a high standard to ensure resources are utilised effectively.
- Deputise for the Team Manager at Management Meetings and act as a Panel Advisor when required, alongside other clearly defined tasks as and when required.
- Provide a high-quality resource of professional social work knowledge and expertise to a team of Social Workers to include student supervision, chairing meetings, undertaking second opinion visits, attendance in court and assisting with case audits and reviews, while assisting the team in ensuring that it carries out its core tasks to a high standard.
- Provide coaching and mentoring support to Social Workers, including those undertaking social work training and supervision of Social Work Assistants to support and further their professional knowledge and development to impact upon the overall quality of practice within teams.
- Attend court, where appropriate to assist with the team in ensuring that key professional input and expertise is provided to high profile and sensitive cases.
- Act as a Practice Assessor to support student placements / ASYE.
- Liaise regularly with colleagues throughout the Council to ensure social work staff deliver existing and new practices consistently and to a high standard

- Contribute to the development of new initiatives through attendance or leadership on working groups, multi-agency forums, training courses etc. and acting as lead for identified service initiatives i.e. planning for permanence and research work, to develop current and new ways of working that meet service requirements.
- Maintain awareness of changes in legislation and related policies and practices and ensure all social work staff are also informed of these changes to enable consistent and timely implementation.

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: *Fostering Senior Practitioner*

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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   |
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| <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>• Evidence of relevant continuing professional development</li></ul>   |
| <b>EXPERIENCE</b>           | <ul style="list-style-type: none"><li>• Substantial experience working in fostering and child care from straight forward to highly complex case work</li><li>• Substantial experience undertaking complex and highly analytic assessment work, including well informed risk assessments</li><li>• Experience of delivering adult training, successfully and confidently managing and responding to the needs and dynamics of groups</li><li>• Providing consultation, mentoring and developing qualified staff / Social Work Assistants or equivalent</li><li>• Experience of systemic and trauma informed practice</li></ul>  |
| <b>SKILLS AND ABILITIES</b> | <ul style="list-style-type: none"><li>• Demonstrate a high standard of direct work skills with children and their families</li><li>• Ability to quality assure through supervision, case audit and review to ensure high standards of practice</li><li>• Ability to work within a formal panel and court setting</li><li>• Ability to effectively assess the performance and development needs of social work staff</li><li>• Communicate skilfully and engage in complex and high-risk situations including effective negotiating</li><li>• Identify, attain and maintain high levels of practice</li><li>• Ability to work within and Equal Opportunities, non-discriminatory framework</li><li>• Accurately record information distinguishing conflicting views and perspectives</li><li>• Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day</li><li>• Ability to undertake work at evenings and weekends to meet the needs of the Fostering Service to have a consistent recruitment presence across the county and undertake assessment and training of carers outside of office hours (a flexible working arrangement)</li><li>• Competencies are set within the knowledge and skills statements contained in the Social Care Capability Framework</li></ul> |

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| <b>KNOWLEDGE</b>                           | <ul style="list-style-type: none"> <li>• High level working knowledge of The Fostering Regulations, National Minimum Standards, Care Planning, Placement and Case Review Regulations and Special Guardianship Regulations, alongside any other relevant legislation, policies and procedures relating to Looked after Children, Children in Need and Children in the Child Protection System</li> <li>• Understand and apply the concepts of child development, attachment, separation, loss, change and resilience</li> <li>• Keep abreast of 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>• Enthusiasm / initiative / high motivation</li> <li>• Innovative / flexibility</li> <li>• Leadership and management skills to support others in developing assessment and risk management skills</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> |