

# Social Worker - Fostering Team

Salary Spinal points: 23-32 | Based in Kingston | Fixed Term | Full time

## About the service

Achieving for Children was created by the London Borough of Richmond upon Thames and the Royal Borough of Kingston upon Thames in 2014, and since then has been commissioned to deliver children's services on behalf of both local authorities. In August 2017, the Royal Borough of Windsor & Maidenhead became a third owner of the company. Our Independent Fostering Agency (IFA) was created in August 2018 and the Kingston and Richmond Branch was inspected in September 2019 and achieved a "Good" rating in all areas. The Windsor and Maidenhead branch of the IFA was inspected and approved as a branch in June 2020.

This post will be based in the fostering team based in Kingston. We are looking for experienced social workers with good assessment, communication and report writing skills, and the motivation to achieve excellent standards in contributing to the development of our service. If you think you can contribute to the effective work of this team, then we would like to hear from you.

## About the role

Achieving for Children has an exciting opportunity within its expanding Independent Fostering Agency, located at Kingston, Guildhall. As a Social Worker your role will be to work with colleagues to provide the full range of fostering services, including recruitment, assessment, training and supervision / support, duty services, as well as form C assessments and special guardianship assessment. You will undertake a range of work to safely place children and work to achieve permanency plans for children. The fostering services continues to expand and there is a possibility that this role may become permanent in the future. Achieving for Children work within the framework of signs of safety and we place a strong emphasis on signs of success, as well as peer group supervision sessions. There will be opportunities to be involved in the development of foster carer training and support groups. We currently have significant growth in the fostering service and this expansion is part reason for the current availability of roles, with the potential opportunity of extension should we continue on this path of growth.

## About you: our role specification

### Qualifications

- You will be required to hold a professional qualification (DipSW/CQSW/CSS or equivalent)
- Active Social Work England registration and proven evidence of continuing professional development

### Skills and experience

- Knowledge and experience in working with current legislation and regulations.
- Experience in completing thorough assessments, ideally Form F assessments.
- Preferably experience in working within the signs of safety framework and peer supervision practice.
- Experience of building strong partnerships, maintaining relationships and working with a range of professionals, especially foster carers.
- Good understanding of the challenges faced by foster carers, and the complexities of fostering assessments including private fostering.
- Experience in presenting to fostering panels, and completing annual review reports
- Strong team player

### Personal attributes

- A passion for Achieving for Children's vision, mission and values to support children and young people to live safe, happy, healthy and successful lives.
- A commitment to improving the outcomes for children in care
- Strong organisational abilities including: time management, creative-thinking, problem-solving and multitasking.
- Able to work flexibly and independently with limited management oversight.
- Personal determination, drive, energy and ambition to overcome obstacles, achieve challenging objectives, celebrate success and deliver excellent outcomes for children. Taking a strength based approach to managing situations.
- Commitment to resource-sharing and collaborative working within Achieving for Children and across organisational boundaries in the best interests of children and families.
- Outstanding communication and interpersonal skills that are open, honest, persuasive and pragmatic, including excellent negotiation and influencing skills.

*The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising or or working flexibly across the week to meet the business demands. This job profile is provided for guidance only.*

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