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| |  | | --- | |  | | **Supervising Social Worker**  Thank you for your interest in applying for the above post. Please find attached the Job Description and Person Specification for the role. | | **Working for Stockport Council** | | **Macintosh SSD:Users:tony.collinge:Desktop:values_job_description:STAR_logo_and_values.jpg**  Stockport Council has 4 core values that run through everything we do and are known as the Stockport Way of doing things. As an organisation we stay true to them no matter what challenges we face. The values came from colleagues and were developed through workshops and consultation across the Council.  [This video,](https://play.buto.tv/3My87) produced 'in house' and featuring colleagues from across the Council, explains each value and shows how colleagues are living these values each day.  As a new colleague the Council will expect you to work in accordance with these values. We also have policies and procedures around health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities which we expect you to adhere to. These will be explained in detail to you as part of your induction process.  You can find out more about working for Stockport Council, and some of the benefits we offer employees, online at <https://greater.jobs/locations/stockport/> |   green band epsStockport Council  **Job Description** | |
| Post Title: Supervising Social Worker  **Service Area:** Fostering Service  **Directorate:** Stockport Family  **Team:** Fostering Team | Salary Grade: S02 |
| **Post Reports to:**  **Post Responsible for:** | |
| **Main Purpose of the Job:**  To assist in the development of the Fostering Service by the recruitment, selection, preparation, and training of prospective foster carers. To support and supervise foster carers in their practice when providing care to the children and young people placed with them by the Service. | |
| **Summary of responsibilities and key areas and job activities:**  To advise and assist Social Workers with the identification of children and young people suitable for family placement and the identification of suitable carers. To assist with the matching and preparation stages.  To promote good practice in the placement of children and young people with families by ensuring effective introductions, the sharing of information, the promotion of safe caring and the drawing up of written agreements.  To participate in the planning process for children and young people being looked after.  To participate in promotional activities including recruitment campaigns.  To assess the suitability of prospective carers by individual visits, preparation training, completion of reports and presentation of case to the Fostering Panel.  To participate in the regular reviewing of approved foster care placements.  To work in partnership with carers and the wider Stockport FamilyTo participate in team meetings, working groups and other development opportunities as appropriate.  To contribute to the maintenance review and development of policy and practice in the Family Placement Service.  To be part of the Family Placement Duty Service providing access for Social Workers requiring placements, for carers requiring information and advice, and for the public with enquiries about fostering.  To participate in and promote training in Family Placement for staff and carers.  To comply with administrative, monitoring and evaluation systems and to work within National Minimum Standards and Fostering Regulations.  Working with Carers  To identify with carers their training and development needs in order to develop their skills and potential.  To provide a high level of supervision and support; (both practically and emotionally) to carers individually and in groups.  To work in partnership with carers and enable their views to be sought and heard.  To ensure involvement of carers in the planning and decision making of children and young people being looked after.  To assist carers to make suitable arrangements to facilitate contact between the child/young person and their birth families.  To maintain appropriate records and produce reports as required.  To be responsible for decision making on individual cases as agreed with the Team Manager. | |
| **Additional responsibilities:**  To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.  To fulfill personal requirements, where appropriate, with regard to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities.  To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee’s background, skills and abilities. Where this occurs there will be consultation with the employee and any necessary personal development will be taken into account. | |

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Stockport Council

Competency Person Specification

The criteria listed below represent the most important skills, experience, technical expertise and qualifications needed for this job role.

Your application will be assessed against these criteria to determine whether or not you are shortlisted for interview.  Any interview questions, or additional assessments (tests, presentations etc.) will be broadly based on the criteria below.

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| **Competency** | **Essential or Desirable** |
| To work to the Council’s values and behaviours:   * To keep the people of **Stockport** at the heart of what we do * To succeed as a **team**, collaborating with colleagues and partners * To drive things forward with **ambition**, creativity and confidence * To value and **respect** our colleagues, partners and customers | Essential |
| A recognised Social Work qualification (SW Degree/Dip SW/CQSW) and registered with the HCPC and Demonstrate professional commitment by taking responsibility for your conduct, practice and learning, with support through supervision and commitment to continuous self-development and service improvement. | Essential |
| Experience of working as a qualified and experienced social worker preferably with fostering experience or as a field Social Worker with relevant post qualifying experience in a children and family setting, plus experience of social work in other settings including experience of working directly with children and young people. | Essential |
| Demonstrate knowledge and understanding of legislation and guidance relevant to children and young people and knowledge of the Fostering Regulations, National Minimum Standards and the other guidance and legislation relevant to fostering. | Essential |
| Awareness of the major issues in social work today and the impact of these issues upon children, families and fostering including Child Care Research and the impact on practice. Alongside being able to draw on theoretical evidence based interventions and research to inform practice and interactions with children/ young people and foster carers. | Essential |
| Ability to communicate effectively including having the  skills and the ability to present  information verbally in a number of different settings including fostering panels, planning meetings and having the ability to communicate equally, appropriately and effectively with the widest range of individuals and groups across all sectors and levels of society | Essential |
| Ability to plan and organise, demonstrating decision making skills with the ability to resolve complex issues in a pressurised environment. Ability to assess, plan work and use authority constructively. Ability to take responsibility for your conduct, practice and learning, with support through supervision and appraisal. | Essential |
| Ability to advocate on the behalf of others, including children and young people and foster carers.  The ability to challenge others and manage and resolve conflict, alongside managing competing demands and while providing support and assistance to others. | Essential |
| Knowledge of  how early life experiences such as trauma, separation and attachments issues can impact upon a child or young person’s development, emotional wellbeing and behaviour and knowledge and experience of group work with children and young people and adults. | Essential |
| Ability to work in partnership with colleagues, foster carers, members of the public and other services and agencies, building own and service networks and collaborative working . | Essential |
| Ability to keep accurate and up to date records adhering to departmental and statutory requirements and ability to manage a varied and complex case load and work to agreed timescales. | Essential |
| The ability to converse at ease with service users/customers and provide advice in accurate spoken English. | Essential |