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| |  | | --- | |  | | **Senior Practitioner**  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, 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: Senior Social Work Practitioner  **Service Area: Fostering Service**  **Directorate: Stockport Family**  **Team: Fostering Team** | Salary Grade: SO3 |
| **Post Reports to: Fostering Team Managers**  **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.  The Senior Social Work Practitioner will work in collaboration with the Fostering Team Managers, in the delivery of services and within the local authority’s policies and procedures.  The Senior Social Work Practitioner will take a lead role within a number of fostering tasks, including the recruitment and assessment of foster carers, the support and supervision of foster carers, family finding tasks, development and training of foster carers and the supervision, mentoring, support and development of social work staff.  The Senior Social Work Practitioner will be innovative and creative in working within the service and with colleagues, foster carers, prospective foster carers and the children and young people who are looked after by Stockport council.  The senior social work practitioner will work closely with foster carers, social work colleagues and professionals from other services and agencies.  The senior social work practitioner will be passionate about the training and development of foster carers and of fostering team colleagues.  The senior social work practitioner will have excellent interpersonal skills, the ability to work under pressure, manage competing demands and complex cases and work within timescales set.  The Senior Social Worker will have a Social Work qualification, social work experience and preferably experience of working within a fostering service (SSW or Recruitment and Assessment Social Worker experience). Experience of working within a fostering service or working with children in foster care is essential.  The successful applicant's appointment will be subject to satisfactory clearance by the Disclosure and Barring Service and be HCPC registered**.** | |
| **Summary of responsibilities and key areas and Job activities:**  **1. Recruitment, selection, preparation and training of prospective Foster Carers**  1.1 To participate in promotional activities including recruitment campaigns.  1.2 To assess the suitability of prospective carers by individual visits, preparation training, completion of reports and presentation of case to the Fostering Panel.  **2. Working with Placements**  2.1 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.  2.2 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.  2.3 To participate in the planning process for children and young people being looked after.  2.4 To participate in the regular reviewing of approved foster care placements.  2.5 To work in partnership with carers and the wider Stockport Family.  **3. Part of the Fostering Service**  3.1 To participate in team meetings and to take a lead role with working groups and other development opportunities as appropriate.  3.2 To contribute to the maintenance review and development of policy and practice in the Family Placement Service.  3.3 To be part of the Fostering Duty Service providing access for Social Workers requiring placements, for carers requiring information and advice, and for the public with enquiries about fostering.  3.4 To participate in and promote training in the Fostering Service for staff and carers.  3.5 To comply with administrative, monitoring and evaluation systems and to work within National Minimum Standards and Fostering Regulations.  **4. Working with Foster Carers**  4.1 To identify with carers their training and development needs in order to develop their skills and potential.  4.2 To provide a high level of supervision and support; (both practically and emotionally) to carers  Individually and in groups.  4.3 To work in partnership with carers and enable their views to be sought and heard.  4.4 To ensure involvement of carers in the planning and decision making of children and young people being looked after.  4.5 To assist carers to make suitable arrangements to facilitate contact between the child/young person and their birth families.  4.6 To maintain appropriate records and produce reports as required.  **5. Other responsibilities**  5.1 To be responsible for decision making on individual cases as agreed with the Team Manager.  5.2 To provide guidance, mentoring, teaching, support and assessment for staff and students in life-long learning and continuing professional development and case management.  5.3 In collaboration with the Team Manager to identify and develop the provision of appropriate learning opportunities for foster carers, staff and students.  5.4 To provide support, guidance and assistance to Team Managers in the identification of training needs and the assessment of competency for foster carers, staff and students.  5.5 To comply and ensure compliance with all systems, financial, personnel, administrative, management information, client records and service standards as directed by the Team Manager.  5.6 To contribute to the development and evaluation of services through the dissemination of research and the sharing of knowledge, skills and practice experience with managers, colleagues, foster carers and professional groups.  5.7 To keep abreast of new legislation and methods of work with children and families within the fostering service.  5.8 To contribute to the development of service and maintenance of good standards by participation in working groups and acting as a trainer as appropriate.  5.9 To undertake any other duties as required and which are commensurate with this post and grade. | |
| **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 |
| Experience of working at the experienced level within the Professional Capabilities Framework (PCF). | Essential |
| Experience of work within a fostering team. | Essential |
| Experience of work with children and families including child protection, court work and looked after children. | Essential |
| Varied practice experience (at least two difference service settings or client groups). | Desirable |
| Experience as practice teacher or mentoring/managing other staff, including knowledge of adult learning and its application to practice. | Essential |
| Experience of using, and in-depth knowledge and understanding of, holistic based learning, teaching and assessment skills. This includes its application to professional capability, appraisal and review processes. | Desirable |
| The ability to develop and maintain effective working relationships with others including foster carers. | Essential |
| Demonstrate the ability to promote the development and practice of others. This includes contributing to the identification, planning and meeting of staff and foster carer development needs. This should be informed by the PCF for staff and the Training, Support and Development Standards for foster carers. | Essential |
| Provide high quality professional, reflective supervision and support to others. | Desirable |
| Good organisation skills. | Essential |
| A willingness and ability to be flexible in a changing environment. | Essential |
| Recognised social work qualification and current registration with the HCPC. Positive commitment to continuing professional development. | Essential |
| Holder of Post Qualifying Award Credits either at Advanced Award or P.Q. level or the Specialist Award in Social Work or Accredited Child Care Award. | Essential |
| Ability to drive and use of a car for the purpose of work. | Essential |
| Understands and actively supports Stockport Councils diversity and equality policy. | Essential |
| To meet Stockport Council’s standard of attendance. | Essential |