|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| |  | | --- | |  | | **Adoption Support 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: Adoption Support Social Worker  **Service Area: Children’s Service**  **Directorate: Services to people**  **Team: Adoption Counts** | Salary Grade: SO2 |
| **Post Reports to: Adoption Support Team Manager**  **Post Responsible for: n/a** | |
| **Main Purpose of the Job:**  To provide a service to prospective adoptive applicants, approved adoptive families, children and young people requiring adoptive placements, birth parents, adopted adults and others affected by the adoption process. To be involved in the matching and placement of children and young people , to undertake adoption support assessments of need and deliver effective adoption support . To work supporting adopted adults to access their adoption files and work with fieldwork colleagues, providing advice and support in all aspects of adoption . To work within the legislation, Regulations and National Minimum Adoption Standards | |
| **Summary of responsibilities and key areas:**  To undertake assessments of a family’s adoption support needs, at different stages of the adoption journey.  To co ordinate and deliver comprehensive packages of support to adopted families.  To support adopted adults in accessing their historic adoption records through birth records counselling  To facilitate training and support groups relating to the needs of adoptive families. | |
| **Job activities:**  **1. Assessment of a family’s needs in respect of adoption support**  1.1 To undertake thorough adoption support assessments, to analyse the information provided, to agree clear goals and to present well written reports to professionals and the family. To ensure the child’s views are represented and that their needs are at the centre of the assessment.  1.2 To participate in the delivery of a duty system to support adoptive families.  1.3 To support adopters to access additional support through in house provision and through the Adoption Support Fund if required  1.4 To support the assessing, family finding and child’s SWs with placement of children with adoptive families, and to work within the legislation, Adoption Agencies’ Regulations and National Minimum Adoption Standards.  **2. Working with Adoptive and Birth Families**  2.1 To identify with adopters their training, development and support needs in order to develop their skills and potential.  2.2 To contribute to the Adoption Support planning and provision within the Service both with individual families and in groups. This will involve delivery of both support groups and targeted groups for both children and adults.  2.3 As appropriate, to provide support to birth parents whose children are to be placed for adoption particularly in relation to indirect contact arrangements.  2.4 To work in partnership with birth and adoptive families and enable their views to be sought and heard.  2.5 To assist adoptive and birth families with the facilitation of contact between the child/young person and their birth families, where this has been agreed as in the child/young person’s best interests.  **3. Work with Adopted Adults and their families.**  3.1 To implement the regulations regarding an adopted adult’s right to access their adoption records.  3.2 To provide birth records counselling to individuals requesting access to their records and deliver a clear, sensitive and factual summary of their adoption records.  3.3 To liaise with outside agencies to secure best outcomes for adopted adults when seeking access to their records.  **4 Meetings, developmental work**  4.1 To work as an enthusiastic and committed team member, contributing to the development of the Service.  4.2 To participate in adoption team meetings, service meetings and any working groups deemed to be appropriate.  4.6 To participate in and deliver training for staff and adoptive applicants.  4.7 To participate in regional events as appropriate.  4.8 To contribute to administrative, monitoring and evaluation systems for the adoption service  **5 General**  5.1 To participate in the development of the Council’s services for children and young people.  5.2 To promote good communication between the Regional adoption agency and other social work staff, other agencies and the local community in the interests of children and young people.  5.3 To prepare for and attend supervision sessions and staff meetings and make use of all available training and staff development opportunities.  5.4 To maintain appropriate timely records in line with the Recording Policy, and to produce reports as required.  5.5 To promote and use anti-discriminatory practice in family placement with due regard to religion, racial origin, culture, language, gender, sexual orientation and disability.  5.6 Any other duties requested by management commensurate with the grade and role of the post. | |
| **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. | |

****

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.

|  |  |
| --- | --- |
| **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 |
| 1. Employment as field social worker on Children & Families Team with Commitment to child-focused social work | Essential |
| 1. Adoption experience (either placing children for adoption or as an adoption team worker) | Essential |
| 1. 3 years post Qualification experience | Desirable |
| 1. Experience of social work in other settings | Desirable |
| 1. Experience of child protection work, of working with a range of Looked After Children & children with disabilities. | Essential |
| 1. Recognised Social Work qualification & HCPC registered | Essential |
| 1. Knowledge of legislation in relation to children/young people and of Adoption legislation and regulations | Essential |
| 1. Knowledge of Early trauma and the impact on a child’s development, behaviours and attachments. | Essential |
| 1. Ability to undertake complex assessments | Essential |
| 1. Awareness of the major issues in social work today | Desirable |
| 1. Effective verbal and written communications skills | Essential |
| 1. Understanding of the impact of adoption on all members of the “Adoption Triangle” including birth families | Essential |
| 1. Commitment to delivering high quality training, participate in information events etc | Desirable |
| 1. Knowledge of Child Care Research, disability , mental health issues, adoption support/ disruptions | Desirable |
|  |  |
|  |  |