

TAMESIDE
SUCCESSFUL FAMILIES

Candidate Information Pack

Fostering Assessing Social Worker



Advert

The role

Tameside Children's Services are looking for a committed and motivated social worker to join our fostering service. Specifically, there is one position available within our Assessing role for Kinship Carers. This is a stable team within the work force that prides itself of producing quality assessments for Kinship Carers and securing early permanence for children with their family and friend unit.

As a fostering social worker you will be involved in securing these plans of permanency for Tameside children and contribute to the wider offer for our cared for children. To achieve this you will be involved in multi-agency working and work closely with the cared for children's team, legal team and will ensure you produce quality written assessments.

As an assessing social worker you will have experience and extensive knowledge in the Fostering Minimum standards and The Fostering Regulation Services (England) 2011 specifically around regulation 24.

You will be a part of an exciting team and will play a wider part of offering support, supervision and training to the whole of the foster carers, alongside your own caseload.

This rewarding role will be helping to make sure our children and young people experience foster carers who are best placed to meet their care needs and with carers who share Tameside's commitment to securing warm, safe and nurturing foster placements.

About you

You will be qualified social worker with previous work experience and sound interpersonal skills assessment skills. You will be highly motivated, committed and passionate about making a difference to the lives of children, young people and families. Amongst other things, you will be professionally curious with a determination to raise standards and achieve improved outcomes for children and their families.

You will have a robust knowledge and understanding of statutory requirements and Fostering National Minimum Standards. You will have a variety of skills including a keen eye for detail, professional curiosity, ability to analyse information, good written work; including assessments for court.

You will be highly motivated, committed and passionate about making a difference to the lives of children, young people and families. Amongst other things, you will be professionally curious with a determination to raise standards and achieve improved outcomes for children and their families.

We are looking for candidates with excellent communication and interpersonal skills, the ability to develop positive relationships with children, young people, agencies and other relevant professionals. You will be working as part of a large team, enjoy a fast paced, varied role and to be supported to develop in their own practice.

If you require further information about the role then please get in touch with Verity Mckay, Practice Manager on verity.mckay@tameside.gov.uk

About Tameside Children's Services

Children are at the very heart of what we do in Tameside and we are currently investing in and growing our Social Work teams so that we can provide the best possible service for our children and their families. We very much value our committed and passionate workforce that supports strong families and an engaged community.

What we offer our staff

We recognise that our staff are our most important resource and asset. In Tameside, our values underpin our practice and behaviours and they are at the heart of everything that we do:

Support • Trust • Respect • Integrity • Value Difference • Engage

With a great ASYE support offer, regular supervision and a supportive culture we are ambitious about delivering effective social work practice and supporting our staff to be the very best they can be. We actively listen and engage with our staff and act on feedback in a variety of ways through having regular team meetings, employment engagement sessions, focus groups and staff surveys.

Our comprehensive workforce development programme provides lots of opportunities to help our staff grow and develop their careers. Our Social Workers tell us that the peer support is second to none. We genuinely care about the wellbeing of our staff and amongst other things, we offer flexible working opportunities to support work life balance as this helps us have a happy and stable workforce.



Tameside Social Worker Benefits Package

In Tameside we really like to look after our staff and also offer a fantastic range of employee rewards and benefits, including:

- Effective induction programme, which includes **no cases allocated during your first two weeks**
- Supportive teams and a great, friendly working environment
- Fantastic peer support - Buddying & Mentoring
- Social Work teams centrally located together
- A high standard of professional supervision and a focus on supporting professional development
- Development and implementation of the 'Signs of Safety' casework practice model
- Manageable caseloads to enable reflective practice
- Health & Wellbeing support
- Free access to **200+ online training courses**
- Annual appraisal scheme
- Comprehensive workforce development programme
- Robust supervision model
- AYE practitioner forum
- AYE enrolment on University qualifying programme
- Practice Educator Payment

To discover further rewards and benefits, visit -

<https://www.tameside.gov.uk/childrensocialcarejobs>



Fostering Assessing Social Worker Job Description

Working arrangements: Hours to be worked flexibly to meet the needs of the service

Post Objectives: To promote and safeguard the welfare of children in need, looked after children and children in need of safeguarding by means of an effective assessment of need and the co-ordination and provision of appropriate services.

Main duties and responsibilities:

- To carry out assessments of children in need, including those in need of protection and looked after children.
- To co-ordinate service provision to meet the needs of those children.
- To carry out reviews and statutory visits in accordance with statutory and service procedures.
- To carry out direct work with children with additional needs using a variety of communication methods including work with their families in order to meet their assessed need.
- To respect and promote the needs of children arising from their disability, racial, cultural, religious and linguistic background.
- To supervise children on behalf of Authority, as directed by the court.
- To recruit, assess and develop foster/kinship carers and adoptive parents as required.
- To engage parents, carers and children in meaningful and open working relationships, to encourage their full participation in meeting the needs of the children.
- To support the development of parents and carers as required in order to achieve best outcomes for disabled children.
- To undertake such work jointly within a multi-disciplinary team and from other agencies.

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- To observe all statutory regulations.
 - To meet the Standards set by the SWE and available at <https://www.socialworkengland.org.uk/standards/professional-standards/>.
 - To attend meetings as required.
 - To prepare and present information (both written and oral) to Panels, the Court and other agencies.
 - To maintain up-to-date records on all work carried out and to ensure good and effective communication with other professionals involved.
 - To attend all regular supervision sessions with the Team Manager as required, taking an active part and preparing for each meeting.
 - To participate in all training as required.
 - To observe all Council and service policies and procedures in respect of administration and professional practice.
 - To contribute to policy making within the service and to the evaluation and review of services.
 - To undertake such duties commensurate with the level of responsibility for this post.

Tameside Council is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Fostering Assessing Social Worker Person Specification

1. Educational standard/qualifications/membership of professional body	Category
Professional Social Work Qualification – Social Work Degree or DipSW	Essential
Registration with professional association – Social Work England	Essential
Full driving licence unless precluded by disability when reasonable adjustments will be considered.	Essential
2. Specialised training	
Completed Assessed and Supported Year of Employment (ASYE)	Essential
Post qualification training	Desirable
Children Act training	Essential
Achieving Best Evidence training	Desirable
Adoption Act training	Desirable
Foster care recruitment training	Desirable
3. Experience	
Direct work with disabled children using a range of communication methods	Desirable
Direct work with children including children who have been abused	Desirable
Work with parents and carers where abuse has occurred	Desirable
Experience of court and statutory proceedings	Desirable
Experience in joint working arrangements with other agencies	Desirable
Experience of working with looked after children and their carers	Desirable
Child care social work experience	Essential
Experience in recruitment, assessment and support of substitute carers/adopters	Desirable
4. Key Skills	
Skills in needs assessment and risk assessment	Essential
Ability to work effectively in a multi-disciplinary system	Essential
Ability to work jointly across the service and with other agencies	Essential

Ability to communicate openly and honestly with children, parents and carers	Essential
Ability to maintain up-to-date accurate information using IT database	Essential
Ability to relate with children with additional needs effectively	Essential
Ability to work as a member of a team	Essential
Ability to communicate effectively in writing and produce good quality reports	Essential
Ability to present information to the public and groups	Desirable

5. Key knowledge

Understanding of theory of child development	Essential
Understanding of theory of communication with children and families	Essential
Understanding of Children Act 1989 and 2004, Children and Adoption Act 2002, Working Together, child care law and wider legal basis for Social Work intervention relating to disabled children.	Essential
Understanding of counselling theory	Essential
Knowledge and understanding of child protection procedures	Essential
Understanding of anti-discriminatory practice	Essential
Understanding of the mental health needs of looked after children	Desirable
Family functioning and dysfunction	Essential
Knowledge of Fostering Service regulations/guidance	Desirable
Knowledge of Adoption Service regulations/guidance	Desirable

6. Key aptitude and personal qualities

Ability to be non-judgemental	Essential
Aware of self and own values	Essential
Ability to be assertive	Essential
Self confidence and personal resilience	Essential
Clarity of thought	Essential
Ability to seek out and develop own learning	Essential

For information:

Category

(E) essential requirement without which the candidate would be unable to carry out the duties of the post

(D) desirable features which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience, etc.

Working for Tameside Council

Tameside is a great place to live and work and is one of the highest performing council's in the country, being awarded LGC's 'Council of the Year' in 2016.

The area boasts fantastic schools and affordable housing set in stunning countryside - and it is just a 10-minute train journey from Manchester city centre!

Our People Plan

At Tameside, we recognise that our people drive our success and enable the organisation to deliver on its vision, purpose and priorities; and that our people are our most important resource and asset. We continually strive to be an employer of choice, where employees feel valued, listened to and know their contributions really matter.

Our People Plan plays a critical role in embedding our values and behaviours, which will enable transformational change, whilst driving continual improvement in delivering our priorities. We pride ourselves on living by our STRIVE values of Support, Trust, Respect, Integrity, Value Diversity and Engage. Our values underpin our practice and behaviours and are at the heart of everything that we do. How we do things are just as important as what we do.



About the role

Contract Type: Permanent

Salary: Grade H. Scale 29 - £37,336 to Scale 34 - £42,403 with a professional bar at Scale 31- £39,186**

Hours: 36 hours per week

Base Location: Ashton Old Library, Old Street, Ashton Under Lyne

Be that difference and find out more information why you should work for us [here](#)

This post requires an Enhanced DBS Disclosure.

All appointments will be to the bottom salary point in the grade with annual incremental progression each April until the grade maximum is reached. Where an individual can provide evidence that their existing salary in a relevant role surpasses the grade starting salary, a higher entry salary will be considered, subject to the professional grade development criteria also being met if that point is higher than the bar point.

** This post is classified as being in a professional job category. As such the grade for the job has a professional grade development bar which employees can progress through subject to meeting the following criteria:

1. Relevant professional qualification for the job role at Level 6 or above, AND
2. Minimum of 2 years post qualification experience in the role, AND
3. Maintained membership of a regulated body where this is a requirement to practice in the role where applicable, AND
4. Professional standards practised to the highest expected level.



What our employees say about working in Children's Services

Nicola, Senior Practitioner:

"The people make this place special - everyone is always ready to support you and help you out. There are also lots of opportunities for training and career progression. I started as a newly qualified Social Worker here in Tameside and have since been appointed the role of Senior Practitioner, which is great."

Debbie, a Head of Service who has worked for Tameside Children's Services for over 37 years:

"The whole of my career has grown and developed in Tameside supported by a friendly, hardworking and committed workforce."

MP, one of our 2nd year Social Workers:

"I have just completed my Assisted and Supported Year in Employment as a Social Worker at Tameside, and because of my protected caseload I have been given opportunities to grow and develop my practice. I have found that my colleagues at Tameside are kind, caring and passionate about the work they do, and the management are knowledgeable, approachable and very supportive."