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| |  | | --- | |  | | **Adoption 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/>  H:\Directorate Services Team\Recruitment (Annalie Burns' Team)\Recruitment\OTHER\Diversity and Inclusion\DISABILITY CONFIDENT\employer_small.png |   green band epsStockport Council  **Job Description** | |
| Post Title: Adoption Social Worker  **Service Area: Children’s Service**  **Directorate: Services to people**  **Team: Adoption Counts** | Salary Grade: S02 |
| **Post Reports to: Adoption 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 prospective adopters, at different stages of the adoption journey.  To track and contribute to the planning for looked after children who may have a care plan of adoption.  To liaise with the social worker’s responsible for the cahild’s care plan and to provide advice and guidance ot them on adoption issues.  To facilitate training and support groups relating to the needs of adoptive families. | |
| **Job activities:**  **To work within the legislation, Adoption Agencies’ Regulations and National Minimum Adoption Standards at all time**s.  **1. Preparation and Training of Adoptive applicants**  1.1 To undertake thorough and complex assessments of adoptive applicants, to analyse the information provided, and to present well written Prospective Adopter’s Reports to the Adoption Panel.  1.2 To plan and participate in the preparation and training of Adoptive applicants.  1.3 To support adoptive applicants through the process of matching and into placement  **2-Family finding for children**  2.1 To lead on the family finding for, and placement of, children with adoptive families    2.2 To produce high quality Children’s profiles and undertake robust and timely searching for an adoptive family,  2.3 To work in partnership with the child’s social worker in the local authority providing an expert mentoring and advisory role in relation to the adoption process and planning for placement , and to provide advice to staff undertaking direct work with children prior to Adoption.  2.2 To participate in the planning process for children and young people being looked after in order to assist with developing plans for permanence and to ensure adoption is considered where appropriate.  2.3 To participate in the regular reviewing of the care planning outlined above to ensure permanence plans are implemented in a timely manner .  2.4 To ensure that early permanence options are considered and fully explored. To work with locality teams to enhance their understanding of these options.  2.5 To build strong relationships with local authority child care teams, ensuring that adoption advice is readily available.  2.6 To work with the Social Worker to identify, match and place children within appropriate adoptive families and to ensure that this is done without delay  2.7 To engage in delivery of training to locality teams to enhance their understanding of permanence planning and adoption.  2.8 To prepare court statements and, where necessary, give evidence.  **3. Working with Adoptive and Birth Families**  3.1 To identify with adopters their training, development and support needs in order to develop their skills and potential.  3.2 To contribute to the Adoption Support planning and provision within the Service both with individual families and in groups.  3.3 As appropriate, to provide support to birth parents whose children are to be placed for adoption particularly in relation to meeting adopters prior to placement and gathering information to assist with profiling.  3.4 To work in partnership with birth and adoptive families and enable their views to be sought and heard.  3.5 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.  **4 Meetings and 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 team meetings ,service meetings and any working groups deemed to be appropriate.  4.3 To participate in and deliver training for staff and adoptive applicants.  4.4 To participate in regional and national events as appropriate.  4.5 To contribute to administrative, monitoring and evaluation systems for the adoption service | |
| **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 |
| 1. Recognised Social Work qualification & HCPC registered   3 years post Qualification experience | 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) | Desirable |
| 1. Knowledge of all relevant legislation, standards and guidance in relation to adoption as well as an understanding of current issues and research outcomes   Awareness of early permanence options and planning to avoid drift and avoidable delay for children | Essential |
| 1. Knowledge of Early trauma and the impact on a child’s development, behaviours and attachments   Understanding and knowledge of the life long implications and impact of adoption for all parties  Knowledge of Child Care Research, disability , mental health issues, adoption support/ disruptions | Essential |
| 1. Effective verbal and written communications skills   The ability to maintain appropriate records of work undertaken in accordance with National Minimum Stanadards and Council Policy to ensure that statutory obligations are met | Essential |
| 1. A proven ability to undertake complex and comprehensive assessments in accordance with statutory requirements | Essential |
| 1. Commitment to delivering high quality training and a willingness to participate in information and recruitment events | Essential |
| 1. The ability to manage, support, prepare and develop adopters as appropriate in order to safeguard the welfare of Looked After and Adopted Children | Desirable |