



Job Description: Supervising Social Worker

Job Title:	Supervising Social Worker
Service:	Fostering Service
Agency:	LiKa Family Fostering
Reporting to:	Registered Manager

Context:

- LiKa is a new and growing foster agency based in Croydon, South London, but work across London.

At the heart of every foster home is the shared value and belief that every looked-after child deserves the very best foster carers and foster family. We therefore aim to excel in the standards we achieve through the creation of a more intensive training and support programme for foster carers and their supervising social workers. This has been inspired by systemic therapy ideas, which place relationships in families as the prime focus.

- LiKa recruits foster carers for children in local authority care,. We support carers to be resilient in the face of difficulties and be reflective in the development and maintenance of secure relationships with all the important people around the child. We believe it is from this systemic approach we can best support child and carer together.

Purpose of the role:

- To carry out assessments on applicant carers in London, in order to provide LiKa Family Fostering with professional carers who are reflective, responsive and creative, and can offer genuine love, care and support to looked after children.
- Undertake training and supervision for foster carers to promote outstanding placements for children and young people.
- Become a key player within LiKa Family Fostering's recruitment and advertising campaigns.
- To bring inspiring ideas and innovation which will assist LiKa Family Fostering's ability to offer outstanding support to all their Foster Carers, so that in turn, Foster Carers can offer outstanding care to all looked after children/young people.

Main duties and responsibilities:

- Recruit, assess and monitor the continued suitability and competence of Foster Carers ensuring they provide a safe, healthy, nurturing and learning environment for children/young people.

LIKA FAMILY FOSTERING

- Manage a small caseload. Guide and support induction period of newly approved foster carers, ensuring TSDS portfolio is completed to a good standard.
- Undertake monthly reflective supervision for allocated foster carers, enabling carers to reflect upon their behaviours and the impact they have regarding the child's development and outcomes. Skill carers up to be effective in bringing about positive difference in a child/young persons life using a clear theoretical framework such as systemic or social learning theory.
- Identify learning and development needs of foster carers, in the domain of the fostering task and in line with Systemic approach of the organisation. Document these in the Personal Development Plan (PDP) and recommend actions required to address them, alongside offering direct support and interventions to enable carers to meet these standards.
- Carry out unannounced visits and health and safety assessments/risk assessments. Ensuring that carers fully understand the fostering task, competencies to be achieved and the standards expected, including complaints and representation procedures as detailed in LiKa Family Fostering's policies and procedures.
- Participate in foster carer Annual Reviews, within required timescales, providing written evidence of competence. Presenting Annual Review Reports to LiKa Family Fostering Panel as required.
- Attend and/or arrange meetings to support foster carers, children and young people (including councils and systemic/reflective group supervision). Preparing reports where necessary, such as LAC reviews, Placement stability meetings. Advocating on behalf of both the Foster Carer and the young person if necessary.
- Work in partnership with and share ideas with, LiKa Family Fostering's Therapist and Managers to ensure effective direct work can be carried out with both the foster carer and the child in placement. Be prepared to work with birth families if this is requested by the local authority, as a way to ensure stability and security in the placement or support rehabilitation home.
- Respond in a timely manner to referrals coming into LiKa Family Fostering, matching carefully with the Registered Manager. Communicating effectively with the referring officer and the matched foster carers. Recording all referrals on the master sheet.
- Develop and deliver innovative training days / sessions for all Foster Carers in LiKa Family Fostering. Experimenting with evidence based ideas to bring about difference and diversity in the care offered to children/young people.
- Participate within LiKa Family Fostering's recruitment and advertising campaigns,
- Attend monthly reflective supervision with the Registered Manager to explore how you are making sense of the foster family functioning and create interventions to improve the care offered to every child/young person placed.
- Ensure full compliance with legislative requirements and company operational standards, to ensure that we are safeguarding children and managing business risks.
- Ensure that children & young people are informed of their rights and assisted in using the complaints procedures of LiKa Family Fostering and their Local Authorities/Health Trusts where needed.
- Ensure that the protection of children and the promotion of their welfare is given absolute priority in all activities and that critical incidents/allegations are recorded, investigated and acted upon appropriately and in keeping with LiKa Family Fostering and relevant local authority child protection procedures. Reporting any concerns to the Registered Manager immediately.

- To respect confidentiality and to comply with LiKa Family Fostering confidentiality agreement. Keep all information in relation to applicants in a designated Dropbox file, securely and confidentially.

Person specification:

The successful candidate must be able to demonstrate the following qualifications, skills and experience:

Experience and Qualifications

- Social Work qualification (i.e. Dip.S.W., CQSW plus relevant Post Qualifying training)
- A minimum of two years qualified social work practice including direct fieldwork experience of child care planning and/or fostering.
- A qualification in Systemic Family Therapy is desirable. Experience using the techniques or ideas professionally are essential.
- Experience of analytical and critical report writing.
- Experience of working with challenging behaviours and being a facilitator of change when supporting families.

Knowledge

- An appreciation of the effect of separation and loss on children.
- Awareness of the richness of diverse kinds of families and their potential for meeting children's needs.
- An understanding of the Regulations and National Minimum Standards, and a motivation to seek out applicants who can excel these for vulnerable children.
- An understanding of the Children Act 1989 and the relevant laws / regulations underpinning fostering.
- How fostering panels operate and how to prepare applicant families for attending.

Abilities

- The authority and competence to operate as an independent assessor, in accordance with Regulations, Guidance and the policies and procedures of the Agency.
- Excellent interpersonal and listening skills.
- The ability to communicate well and clearly both orally and in writing
- The ability to process and analyse large amounts of complex and sometimes distressing information.
- The ability to identify key issues and possible solutions and to communicate these clearly.
- The ability to facilitate the active participation of all applicants and family members in the assessment process.
- The ability to make well-informed, decisive recommendations about applicants, which work towards providing the best possible placements for vulnerable children and young people.

Attitudes

- A commitment to ensure that the best possible Every Child Matters outcomes are achieved for children looked after.
- A commitment to ensure foster carers are well supported in their role of caring for children with complex needs.
- A valuing of diversity in relation to issues of ethnicity, religion, gender, disability and sexual orientation.

LIKA FAMILY FOSTERING

- An understanding of and a commitment to the need for confidentiality.
- A willingness to increase knowledge and understanding of issues through reading, discussion and supervision.

LiKa is registered with the Disclosure and Barring Service (DBS)/ Disclosure Scotland and makes use of their Disclosure Services, which facilitate the checking of individuals' criminal records by employers where such individuals are to occupy 'positions of trust'. You may be required to consent to and apply for a standard/enhanced disclosure at regular intervals during your employment in this post and any offer of employment is provisional and conditional on the satisfactory outcome of the Disclosure check. This is because this role involves access to children and young people and/ or sensitive data. As the Company is exempt from the Rehabilitation of Offenders Act 1974 it will be provided with details of all convictions, cautions, bind-overs or other non-conviction information being shown on the Disclosure Certificate. As From 17th June 2013 the DBS (England, Wales & Northern Ireland) will issue a single certificate of disclosure to applicants only. The Company will be notified that the certificate has been issued and whether the disclosure is 'clear' or contains information of 'criminal history'. Therefore when the Company receive a notification from DBS that the disclosure contains information of criminal history you will be required to produce your certificate for examination within a week of receipt. The certificate will be copied and a risk assessment completed to facilitate the decision making for suitability of employment.

Signed (Job Holder)..... Printed Date