

Job Description

DIRECTORATE:	Social Services Wellbing
DEPARTMENT:	Children's Social Care / Bridgend Foster Care
POST:	Placement Support Worker
GRADE OF POST:	Grade 6
RESPONSIBLE TO:	Team Manager – Bridgend Foster Care

JOB PURPOSE:

To support Bridgend Foster Care working in partnership with Social Workers and other agencies to ensure that Foster Carers and the children/young people that they support receive advice and support needed to ensure that the placements are successful and effective and that the outcomes set for each child/young person are achieved.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Working within the Bridgend Foster Care team work with foster carers and the children/young people that they support to ensure that appropriate advice and guidance is provided to foster carers to enable them to continue to provide care. This will include:
 - a. Support during a crisis,
 - b. Placement management and behavioural support,
 - c. Advice and guidance for foster carers who are preparing for adoption and move on
 - d. Support foster carers through an allegation or complaint
 - e. To support the fostering team with day to day tasks
- Provide foster carers with a central point of contact and continuity of support.
- Provide advice, assistance, consultation and training to foster carers who may have emerging issues which may result in them being unable to sustain their caring role at a point in time.
- Contribute to the identification of training and development needs of foster carers and signposting to or providing any training identified and undertaking consultation.
- To monitor the success of the intervention, report back and communicate effectively with the BFC team manager or supervisor and associated

workers to update on progress or when significant issues have been identified

- To establish good relationships with the children/young people placed in foster care to work with and achieve the identified outcomes of their care plan and to maintain their current placement.
- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training and development activities and encourage and support the continuous professional development of others.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding and Quality Team or Children's IAA Service within MASH..

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

CRIMINAL RECORDS CHECK (WHERE APPLICABLE)

This post requires a criminal records check through the Disclosure & Barring Service (DBS)

Person Specification

Placement Support Worker

The following attributes represent the range of skills, abilities and experiences etc relevant to this position. Applicants are expected to meet the attributes that have been identified as essential (√).

Attributes	Requirements	Essential	Method of Evaluation / Testing
Qualifications, Education & Training	<ul style="list-style-type: none"> • Good standard of education, equivalent to QCF Level 3 in a relevant subject area or an ability to demonstrate competence through experience. 	√	Production of original Qualification Certificates and application form.
Knowledge & Experience	<ul style="list-style-type: none"> • Knowledge of Children Act 1989 including the Fostering Regulations (Wales) 2003 & associated guidance. • Knowledge/skills in family support, foster or placement team work. • Experience of working with children and families. • Experience of identifying the needs of children & young people • Experience of accessing resources to meet identified needs and evaluate outcomes • Experience of working with professionals from different settings & organisations • Experience of working in a team setting • Experience of lone working • Using databases inputting & extraction of data on IT systems 	√	Interview, application form, reference and selection process.
Skills & Personal Qualities	<ul style="list-style-type: none"> • Ability to make appropriate decisions. • Assessment skills • Ability to establish constructive working relationships with colleagues and other professionals 	√	Interview, application form, reference and selection process.

Attributes	Requirements	Essential	Method of Evaluation / Testing
	<ul style="list-style-type: none"> • Good interpersonal, communication and presentation skills – including face to face communication and written work • Ability to produce reports and information for assessments • Effective IT skills to maintain computer based records e.g. ICS • Ability to deal with sensitive issues and cope with unpredictable issues • Ability to think clearly and comprehend complex information • Ability to work under supervision to meet agreed targets • Ability to demonstrate good organisational skills • Ability to see things in a wider context and to think clearly when working under pressure • Ability to demonstrate personal and professional integrity • Ability to demonstrate a commitment to the protection of children and young people, valuing their diversity and respect for others language, religion and culture • You will be expected to have a motor vehicle available for use on official journeys. Your mileage expenses will be reimbursed based on the locally agreed rate. • Ability to communicate through the medium of Welsh. 	√	