

Job Description

DIRECTORATE:	Social Services and Wellbeing
DEPARTMENT:	Children's Social Care / Kinship Care and Permanence
POST:	Social Worker 3 – Permanence Team
GRADE OF POST:	GR12
RESPONSIBLE TO:	Team Manager – Kinship Care and Permanence

JOB PURPOSE:

To work within the Permanence Team, progressing SGO applications as well as actioning discharges from care. The post holder will also undertake Unified Assessments and will complete Initial Viability Assessments of potential carers when necessary. Contributing to the development and provision of a range of well supported permanence options for carers and looked after children.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Working within the Permanence Team and across the Safeguarding Service to ensure that as part of a child/young person's care plan alternative orders are effectively considered.
- Holding a caseload where alternative orders have already been considered and ensuring that the orders are progressed through the Court process, including the discharge of care orders where appropriate.
- Undertaking Initial Viability Assessments (when necessary), Unified Assessments and assessments in relation to applications for Special Guardianship Orders.
- Leading, co-working with less experienced Social Workers in complex cases;
- Providing advice and guidance to and support the development of less experienced social workers and other members of the team;
- Supervision of Social Work Students.
- To undertake sensitive, acute and complex adoption work comprising of assessment, supervision and support of prospective and existing kinship carers and special guardians which will require court attendance and to act on behalf of the council in other formal settings;

- Routinely undertake extensive assessments of the suitability of applicants to foster/become special guardians and present these assessments to formal panels as required;
- Participate in placement matching decisions and recommendations/court care plans;
- Work with prospective kinship carers and special guardians and families of care experienced children. This will include:
 - Provision of complex assessments, placements and the ongoing delivery of comprehensive robust support plans for children placed.
 - Care Proceedings.
 - Services to children who are looked after.
 - Other complex care and support work as required, including child protection investigations.
- Provide specialist advice, consultation and mentoring to social workers, prospective permanent carers, and young people considering an alternative court order.
- Contributing to the identification of training and development needs of staff/teams and contributing to any identified training through joint working and consultation with Social Workers.
- 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.
- As a team member, contribute to the duty service operated by the team to support foster carers and respond to referrals.

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
Social Worker 3 – Permanence Team

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"> • Social Work Degree or other Social Work qualification recognised by Social Care Wales. • Registration with Social Care Wales. • PQ – Consolidation Programme if qualified after April 2016. • 2 years post qualifying experience. 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Production of original Qualification Certificates and application form.</p>
Knowledge & Experience	<ul style="list-style-type: none"> • Thorough knowledge of current Social Services legislation Children Act 1989 & 2004, Social Services and Well Being Act (Wales) 2014 and Local Authority Fostering Service Wales regulations 2018 and Code of Practice. • A minimum of two years post qualifying experience in Children's Services and work with Looked after Children in particular. • Knowledge of a range of permanence options for children and young people. • Experience of undertaking a range of assessments and production of reports for permanence planning. • Direct experience of court work; care proceedings and completing assessments and making decisions in terms of care options. • Direct experience of complex cases. • Direct experience of writing complex assessments which inform court applications/care 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form and selection process.</p>

	plans for children and young people.		
Skills & Personal Qualities	<ul style="list-style-type: none"> • Excellent interpersonal and communication skills and an ability to work effectively and sensitively carers, birth family, children/ young people. 	Yes	Interview, application form, and selection process.
	<ul style="list-style-type: none"> • Ability to work collaboratively with professionals and colleagues to achieve sound outcomes for children and young people. 	Yes	
	<ul style="list-style-type: none"> • Excellent skills in investigation and assessment with the ability to gather and analyse information and present findings in written report format. 	Yes	
	<ul style="list-style-type: none"> • Ability to make decisions appropriately having considered complex information. 	Yes	
	<ul style="list-style-type: none"> • Excellent court skills, with an ability to apply key legislation and regulation to specific tasks to inform practice. 	Yes	
	<ul style="list-style-type: none"> • Effective IT skills enabling the optimum use of use of available communication media to disseminate information and maintain computer-based records in line with government requirements. 	Yes	
	<ul style="list-style-type: none"> • Capacity to problem solve whilst managing competing demands and work pressures and time manage effectively ensuring compliance with deadlines. 	Yes	
	<ul style="list-style-type: none"> • Ability to work effectively as a member of a team sharing responsibilities and bringing enthusiasm and commitment. 	Yes	
	<ul style="list-style-type: none"> • You will be expected to have a motor vehicle for use on official journeys. Your mileage expenses will be reimbursed based on the locally agreed rate. 	Yes	
<ul style="list-style-type: none"> • The ability to communicate through the medium of Welsh. 			