

## **Job Description**

<b>DIRECTORATE:</b>	Social Services & Wellbeing
<b>DEPARTMENT:</b>	Children's Social Care / Bridgend Placements & General Foster Care/Kinship Care and Permanence
<b>POST:</b>	Senior Practitioner – Fostering & Permanence
<b>GRADE OF POST:</b>	GR13
<b>RESPONSIBLE TO:</b>	Team Manager – Bridgend Placements & General Foster Care/Kinship Care and Permanence

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### **JOB PURPOSE:**

To work within Bridgend Foster Care to support the Team Manager in developing a range of services to meet the needs of foster carers and Special Guardians by providing a high level of expertise in terms of skills, knowledge and experience. Work in collaboration with external and safeguarding colleagues and Bridgend Foster Care staff.

Providing supervision to some team members and taking a lead role in developing and implementing designated areas of good practice and service development.

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### **PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:**

- Holding a small complex caseload comprising the assessment, supervision and support of prospective and existing foster carers and Special Guardians.
- Undertaking line management responsibilities and other tasks as required supporting the Team Manager in their role, deputising on behalf of the manager as and when required.
- Providing specialist advice and professional consultation / mentoring to social workers, safeguarding and family support staff and where appropriate carry out tasks in collaboration with them.
- Provide teams with a consultancy service in an area of specialism based on skills, knowledge and experience. Contributing to service delivery, practice standards and staff performance and quality assurance.
- Identify training and development needs of staff, foster carers and Special Guardians and providing appropriate responses. Taking the lead in identifying areas of specific foster carer and Special Guardian support projects and the structure and content of the Information Consultation Event and carer surgeries.

- Participating in the recruitment and retention strategies and the development of any activities in order to support the development of other workers and foster carers and identifying any gaps in areas of service.
- Fulfilling the requirements of the post in relation to specific legislation, regulations and procedures. Assisting the team to provide the highest delivery of service and strive to improve and maintain quality and standards.

## **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

### Senior Practitioner – Fostering & Permanence

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
<b>Qualifications, Education &amp; Training</b>	<ul style="list-style-type: none"> <li>Social Work Degree or other Social Work qualification recognised by Social Care Wales.</li> </ul>	Yes	Production of original Qualification Certificates and application form.
	<ul style="list-style-type: none"> <li>Registration with Social Care Wales.</li> </ul>	Yes	
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>Thorough knowledge of current Social Services legislation Children Act 1989 &amp; 2004, Social Services and Well Being Act (Wales) 2014 and Local Authority Fostering Service Wales regulations 2018 and Code of Practice.</li> </ul>	Yes	Interview, application form and selection process.
	<ul style="list-style-type: none"> <li>Knowledge/skills in Family Placement work, Children Looked After work, Care Proceedings, adoption procedures, information systems and quality assurance issues.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>A minimum of three years post qualifying experience in Children's Services safeguarding services or other relevant prior experience.</li> </ul>	Yes	
	<ul style="list-style-type: none"> <li>Experience of working with children and families who have complex needs which require a high level of expertise to be met.</li> </ul>	Yes	

Attributes	Requirements	Essential	Method of Evaluation / Testing
<b>Knowledge &amp; Experience (ctd.)</b>	<ul style="list-style-type: none"> <li>• Experience of supervising, mentoring and/or managing staff</li> <li>• Experience of participating in programmes designed to develop the skills of staff. e.g. mentoring, supervising students, support staff.</li> <li>• Experience of identifying the needs of children and young people, their birth parents and foster carers.</li> <li>• Experience of mobilising resources to meet needs and evaluate outcomes.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form and selection process.</p>
<b>Skills &amp; Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Ability to make decisions appropriately.</li> <li>• Excellent skills in investigation and assessment.</li> <li>• Capacity to problem solve whilst working under pressure.</li> <li>• Ability to provide constructive working relationships with colleagues and other agencies.</li> <li>• Good interpersonal and communication skills including face to face communication and written work.</li> <li>• Effective IT skills to make optimum use of available communication media to disseminate information and maintain computer based records in line with government requirements.</li> <li>• Ability to deal with sensitive issues, manage conflicting views and expectations and cope with unpredictable issues and behaviour.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>

Attributes	Requirements	Essential	Method of Evaluation / Testing
	<ul style="list-style-type: none"> <li>• Ability to demonstrate a commitment to protecting children and young people and valuing diversity and respect for others language, religion and culture.</li> <li>• Ability to present reports and information.</li> <li>• Ability to comprehend complex information.</li> <li>• Ability to define and achieve targets.</li> <li>• Ability to demonstrate good organisational skills.</li> <li>• Ability to demonstrate personal and professional integrity.</li> <li>• Driving license with access to a vehicle.</li> <li>• The ability to communicate through the medium of Welsh.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	