

Job description

Adoption Social Worker

- Grade: PO3
- Reports to: Adoption Team Manager
- Direct reports: None
- Your team: Regional Adoption Agency
- Service area: Regional Adoption Agency
- Directorate: Children and Young People

Special requirements of the post

Workstyle: Roaming (Medium presence, two days a week)

- Colleagues whose activities are a mix of remotely and periodic onsite work and/or meetings with third parties and businesses, going on site visits, and occasional resident engagement

This post requires a DBS check at the appropriate level (Enhanced with Barring)

This is a safety critical post and will be subject to the council's drug and alcohol policy

This post is subject to the council's declaration of interest procedure

Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn't be clearer: we serve. It's in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future.**

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

Overview of the role

Our overarching vision is that, through adoption, children and young people across North London who have been adopted or are in need of adoption can overcome difficulties and can form secure relationships through their childhood and into their adulthood.

As an adoption social worker in the RAA you will work primarily within one of the three RAA teams, with flexibility to fulfil duties across the teams, or move teams, as required by service need.

Key responsibilities

Manage the specific set of tasks relating to statutory roles in adoption to recruit and assess adoptive parents, identify suitable adoptive families for children, and to provide a range of adoption support services, with the support of an appropriately qualified supervisor.

To develop a culture of trauma-informed practice that helps to improve the quality of relationships with children and young people and their families, through Motivational Practice.

To work closely and productively as an enthusiastic and committed team member with colleagues across the RAA including undertaking joint working, sharing skills and experience and participating in group supervision.

To participate in the monitoring, evaluation and development of services provided by the RAA, including involvement in team and service meetings, and working groups as relevant.

- Any additional duties consistent with the grade and level of responsibility of this position, for which the holder possesses the required experience and/or training.

Duties and responsibilities specific to team role

Recruitment & Assessment

- a) Participate in activities to support the recruitment and selection of high quality adoptive parents.
- b) Undertake evidence based assessments of prospective adoptive parents and use information gathered to provide analytical reports within statutory timescales.
- c) Prepare and deliver training programmes for prospective adopters. Compile written feedback of the outcome of the training to inform further development needs of the individual participant and the service.

Family Finding

- a) As required to be fully involved in carrying out high quality permanence planning for children in relation to adoption.
- b) To family find for children in need of adoptive placements using all available methods in partnership with responsible social workers from the partner boroughs.

c) To provide expert mentoring and advice to the child's social worker in relation to the adoption process and planning for placement, and to provide advice to staff undertaking direct work with children prior to adoption.

d) Co-ordinate with colleagues and external agencies, regarding the matching and placing of children with families for adoption.

Adoption Support

a) Prepare and deliver training programmes for adoptive families post order. Compile written feedback of the outcome of the training to inform further development needs of the individual participant and the service.

b) Prepare, review and support arrangements that meet the needs of adoptive families, birth families and adoptive adults.

c) To support adopters to access additional support through in house provision or through the Adoption Support Fund as required.

d) To identify with adopters their training, development and support needs in order to develop their skills and potential.

e) To assist adoptive and birth families with the facilitation of contact between the child / young person and their birth family, where this has been agreed as in the best interests of the child / young person.

Compliance

Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

Essential and desirable criteria

Essential: the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

Desirable: the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

Knowledge, experience, and skills

Point	Criteria description	Essential/desirable
1	SWE recognised social work qualification.	Essential
2	Good understanding of relevant legislation, regulation, safeguarding practices and research on what works to improve outcomes for children and families. Understanding of the relevant statutory guidance and National Minimum Standards.	Essential
3	Relationship and effective direct work Demonstrated evidence of building purposeful relationships balancing empathy and authority. You will show experience of direct work, working with the impact of trauma and ensuring safeguarding is always prioritised. Demonstrate an ability to facilitate direct work with adoptive parents, individually, facilitating groups and delivering training.	Essential
4	Communication (oral) Demonstrate evidence of communicating and listening with children and families/carers taking into account diversity and the need to tailor communication style to engage and motivate people to participate in support services. To demonstrate an ability to supervise others in partnership within the regulatory requirements.	Essential

Point	Criteria description	Essential/desirable
5	Communication (written) <p>Produce written cases notes and reports that are well argued, focused and jargon free with sound analysis and rationale for actions.</p>	
6	Child Development <p>Demonstrate ability to engage children in their environment, understand the world in which they live and the quality of their key relationships; to recognise signs that the child may not be meeting developmental milestones, has been harmed or is at risk of harm; to utilise research and evidenced-based approaches to actively inform casework. To promote stable and permanent outcomes for children, enabling carers to prepare and plan for caring for children long term, making use of all relevant services.</p>	Essential
7	Adult mental ill health, substance misuse, domestic abuse, physical ill health and disability <p>To demonstrate the ability to assess the impact of secondary trauma on carers and families caring for children and young people and an ability to enable carers to maintain caring through periods of stress.</p>	Essential
8	Abuse and neglect in children <p>Demonstrate the ability to assess the impact of cumulative trauma and be clear about concerns. Demonstrate the ability to facilitate the development of others to provide attuned care to children affected by abuse and neglect.</p>	Essential
9	Assessments <p>Demonstrated ability to collaboratively carry out multi-agency, in-depth and ongoing assessments of social need and risk to children with particular emphasis on capacity for change, leading to effective planning to address the impact of trauma, where the voice of the child is given precedence. An ability to assess and review the potential of applicants to offer attuned care to children and young people and to prepare them effectively to meet the needs of children. An ability to propose matching and selection of placements, with timescales as required and identify support needs and ensure support is provided.</p>	Essential

Point	Criteria description	Essential/desirable
10	Analysis, decision making, planning and review <p>Evidence of being able to identify thresholds within the continuum of risks and needs. Ability to make clear recommendations about how to enable change to address risk and need based on evidence and professional judgement. Collaborate with the child, family or carers to set out clear goals about what needs to change and when. Evidence of drawing the relevant people into the plan, including family's own support network, ensuring plans are purposeful and support children to reach their potential. To evidence the suitability of an applicant to care for looked after children through assessment and review.</p>	Essential
11	The law and the family, and youth justice systems <p>To work in partnership with colleagues to provide appropriate evidence for Court. To ensure all relevant information is available for Independent Panels including the Independent review mechanism.</p>	Essential
12	Role of supervision <p>Demonstrated ability to make effective use of reflective and discussion opportunities to enhance your professional practice. Awareness of your own emotional response to the work and the ability to identify strategies to ensure a high quality of service. Demonstrate an ability to provide effective supervision and support of foster carers under regulatory requirements, helping carers become aware of their own emotional response to the care and to identify strategies to ensure a high quality service.</p>	Essential
13	Organisational context <p>Demonstrated high organisational skills and ability to prioritise workload in order to meet the requirements of the organisation and national systems. Advocate for the children and young people you work with to receive organisational focus, resource and support from internal and external agencies. To advocate for good practice in the partnership between carers and internal and external agencies, ensuring carers are treated fairly.</p>	Essential



Our accreditations include Disability Confident Leader, The Mayor's Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.