



Special Guardianship Community Support and Outreach Worker

Salary: Band 7, £32,061 to £36,363 per annum

Contract: Permanent

Hours: Full time (37 hours per week)

Portsmouth City Council is committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment. It is also committed to promoting quality childcare across the City that works to improve outcomes for children.

DBS Disclosure at Enhanced level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

Every post is subject to PCC and Portsmouth Safeguarding Children's Board safer recruitment procedures.

The Fostering Service

Portsmouth City Council's Fostering Service works to give each child a stable and caring home when their parents are unable to look after them for some reason. The Fostering Service is committed to high standards and a culture of restorative practice. We are continuing to increase Special Guardianship numbers and the quality of support we provide to them and the children they are looking after. This is an exciting time to join Portsmouth City Council Fostering Service.

As a service we take pride in our work by valuing others, focusing on what's important so that we make a real and positive difference. Our values are outlined in our Ways of Working and our Guiding Principles and if they appeal then this could be the job for you. Portsmouth have been rated "Good" by Ofsted which reflects the excellent work we do with Children and Families in the city.

What is the role?

As a Special Guardianship Community Support and Outreach Worker, you will join our well-established Connected Persons Assessment and Support team.

You will:

- Offer support, advice, and guidance to Special Guardians within and outside of the Local Authority and will contribute to their ongoing training to enable them to effectively care for vulnerable children and young people in line with Departmental Policies and the national and regional guidance for SGO.
- Be able to effectively manage a caseload, organise and facilitate support groups and training and produce reports for a variety of audiences and act as an advocate in pursuit of the service users' best interests.

- Engage with children and carers in Special Guardianship arrangements to assess need holistically and work with them to develop sustainable solutions that improve their functioning and achieve better outcomes for their children.
- Ensure that help is provided to children and carers in Special Guardianship arrangements in the most effective way to ensure that the improved outcomes are achieved, including reducing demand on statutory child protection services and other specialist services.

The main responsibilities of the role are:

- To complete assessments with families in Special Guardianship arrangements to understand their needs and work with them to improve outcomes.
- Provide direct work with individuals, families, and groups on range of issues such as problematic/ challenging behaviour; emotional wellbeing; alcohol and drug misuse; healthy relationships, family relationships; and housing and income.
- Adopt a style of practice, in line with restorative principles, to work with families, empowering them to find their own solutions to identified problems.
- Provide quality up to date information, advice and support which supports children and young people's emotional health, personal and social development and promotes healthy lifestyles in schools and colleges across Portsmouth City
- Promote the involvement of carers, young people in planning, delivery, and evaluation of services.
- Offer information and advice and support to carers and children as required to meet the aims of the service. It is expected that this will be for an agreed period of time and monitored with the family and young person alongside supervision.
- Represent the Fostering Service and the department as a whole at meetings and at school/ college and community events when required.
- Be the lead professional, accessing support from a team of professionals as appropriate to ensure the needs of the whole family are addressed. This will include feeding back the outcomes to the original referrer where concerns are raised.
- To keep up to date on issues that affect children's and young people e.g. changes in government policy and local practice.
- To support all services delivered by the multiagency teams through the Team around the worker model.
- To be aware of and contribute towards achieving the KPIs set for the Fostering Service within PCC.
- Occasional evening and out of hours working are requirements for this position.



Who is the person?

As a Special Guardianship Community Support and Outreach Worker with Portsmouth City Council, you will need:

1. A nationally recognised qualification such NVQ level 4 or other higher-level qualification or equivalent experience.
2. A sound understanding of legislation relating to children, fostering and safeguarding.
3. An understanding of the models of therapeutic parenting which will enable you to support Special Guardianship carers to meet the needs of traumatised and challenging children and promote stability and security.
4. The ability to demonstrate knowledge of child development to support objective, family led planning.
5. A positive and people-focused attitude to helping carers and young people and delivering a safe and effective offer.
6. A flexible approach to service delivery, focused on good outcomes for children, young people, and families.
7. To demonstrate excellent communication skills with children, young people, and parents. The ability to converse at ease with customers and provide advice and demonstrate respect in accurate spoken English is essential for the post.
8. To demonstrate an ability to respond to changing priorities and to meet tight deadlines.
9. To have a restorative approach to practice and the ability to reflect and learn, to drive continuous improvement in service delivery.
10. To demonstrate an understanding and commitment to multi-agency collaboration.
11. To evidence high quality assessment and record keeping skills with integrity and knowledge of safe record keeping standards and information governance.
12. To plan and facilitate small groups activities to support progress in individual Special Guardianship Order Support plans and to ensure we are inclusive in this approach reaching out to harder to reach families.
13. To be a car driver with access to transport or able to easily access public transport to move across Portsmouth City

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.

General Data Protection Regulation (GDPR)

As part of any recruitment process, Portsmouth City Council collects and processes personal data relating to job applicants. Portsmouth City Council is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations under the General Data Protection Regulations (GDPR).



Completing and sending an application in for a vacancy is your consent for us to process your data for the purpose of recruitment. Your data is not used in any other way and you can withdraw your consent at any point in the recruitment process and we will destroy or delete your information.

For more detailed information on what we collect, how we use, store, delete data and your rights you can access a privacy statement on our Job board.