

Advanced Social Worker - Adoption Team

Salary: Band 11, £47,181 to £51,356 per annum

Hours: 37 hours per week

Contract: Permanent

Portsmouth City Council

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 Partnership safer recruitment procedures.

Why would you come to work at Portsmouth?

The Children, Families & Education Service provide social work/care support and intervention with children, young people and their parents/carers. This includes Children in Need of Support, Protection and Care, including Care Experienced, Children with Disabilities and Young People who offend and/or are at risk of exploitation.

Portsmouth City Council is committed to keeping the welfare of children and young people paramount and expects all staff and volunteers to share this goal. As part of our approach, we are committed to working with families to repair harm and relationships. We have been recognised by Ofsted as a "**Good**" Local Authority, working effectively to provide services improving outcomes for children and their families.

Judged 'Good' by Ofsted in 2023 (with outstanding in 'the experiences and progress of children who need help and protection'), we are now striving towards becoming an overall 'Outstanding' service and are committed to promoting a 'whole family' approach to safeguarding and 'going home' in Portsmouth. We continue to provide significant investment in social work with children, young people and their families to make this a reality.

The Team

For those children who need alternative permanence arrangements the children's adoption team work in partnership with the Family Support and Safeguarding Teams to complete parallel planning. Should the court decide that a child should be placed for adoption the team will work closely and sensitively to support the child, their family members and foster carers while the plan progresses.

The team subsequently works in partnership with Adopt South, the Regional Adoption Agency to identify prospective adoptive families and then support all involved to the point of the adoption order.

In their inspection in May 2023, Ofsted recognised:

- "Skilled, joined-up work, delivered through the local authority's preferred model of practice and involving workers for adults and children, is improving the experiences and progress of children."
- "Portsmouth's leaders are ambitious for their workforce to be trained and effective practitioners."
- "Portsmouth is a centre for learning and practitioners benefit from a comprehensive workforce development offer."

The Role and Responsibilities

- Take professional responsibility for managing a small caseload of children subject to parallel planning and Placement Orders
- Provide advice and support in relation to adoption regulations and processes to colleagues throughout the service.
- Attend regular meetings with Adopt South's Family Finding Team to consider potential links for children taking into consideration the children's holistic needs and the expectations and skills of prospective adopters
- Quality assure and provide support and guidance in the preparation of Child Permanence Reports.
- Use knowledge of trauma and brain development to support better matching of children.
- Play a leading role in practice development, help promote and sustain a learning culture across the Directorate and mentor less experienced staff.
- Deliver formal professional reflective supervision and provide guidance and advice regarding casework to less experienced qualified staff.
- Where required, take the role of practice educator (or train as a practice educator) for students
- As part of the supervision and appraisal process provide support with personal and professional development.
- Share and present professional knowledge and expertise to colleagues within the team and with other partners.
- Take professional and personal responsibility for clear recording of analysis and judgements, maintaining up to date case records on the database as required.
- Take responsibility for working within the Directorate's data protection policies.

- Co-working (where appropriate) with less experienced qualified staff.
- Chair professional meetings where appropriate.
- Support the Team Leader

Requirements of this Advanced Social Worker job:

Who is the person?

- A Social Work Qualification or equivalent.
- Understanding of relevant legislation.
- Continual professional development.
- Social Work England registered.
- At least 3 years of post-qualifying, relevant experience.
- A commitment to undertake relevant in-house training -PCC's Leadership and Development and DfE Pathways leadership programme.

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.

This role is eligible for a DBS check and the DBS have published a privacy notice to ensure individuals are fully informed of the use of their personal data; their rights and that Portsmouth City Council are meeting the necessary requirements when submitting DBS checks. It is important that you read and understand this privacy policy before any application is submitted to the DBS.

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