



## **Social Worker / Experienced Social Worker (Fostering Service, Kinship Assessment Team)**

**Salary: Social Worker** - Band 9, £37,937 to £41,510 per annum or

**Experienced Social Worker** - Band 10, £41,510 to £45,718 per annum depending on experience

**Contract:** Permanent

**Hours:** Full time (37 hours per week)

Portsmouth Local Authority is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment 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.

### **The Service**

Portsmouth City Council's Children's Social Care service is committed to high standards and a culture of restorative practice. We are continuing to increase foster carer numbers and the menu of support to carers year on year. This is an exciting time to join our Fostering Service as we strive to further enhance outcomes for looked after children in the city. We are committed to professional development and the provision of training to staff.

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 recently received their "Good" Ofsted rating which reflects the excellent work we do with Children and Families in the city.

### **What is the role?**

We are seeking a qualified and suitably experienced Social Worker to join our Fostering Service on a full-time, permanent basis. This is an ideal opportunity to develop specialist knowledge within the fostering sector. You will have the autonomy and responsibility to really make a difference. The successful candidate will be working with a child's extended family and friends who have put themselves forward as a potential carer. If you are enthusiastic and passionate in making a real difference in children's lives supporting them to remain in the care of their family, then we would like to hear from you.

### **You will:**

- Work closely with our children's social work teams in order to support them in

their work to secure permanence for the Children We Care For. In doing so, work with and assess relatives and friends both as foster carers and/or special guardians to enable children to live within the wider family if they are not able to live with parents.

- Hold a caseload of families/friends you will be assessing as potential carers for a child/ren within that wider family/network.
- Write high quality, evidenced based assessments to present to court and/or fostering panel with the required timescales.
- According to service need, complete Private Fostering assessments and stepparent adoption assessments.

### **Who is the person?**

You will:

- Be a qualified social worker and be registered with Social Work England.
- Have suitable post-qualifying experience in children and families work - experience of working with Children We Care For and foster carers would be an advantage.
- Understand models of therapeutic parenting which will enable you to support carers to meet the needs of traumatised children with complex backgrounds and promote placement stability.
- Have a sound understanding of legislation relating to children, fostering and safeguarding.
- Have strong communication skills which enable you to communicate with children, families, fellow professionals including foster carers and other agencies and to challenge as appropriate. The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.
- Have a restorative approach and the ability to be solution focused, openly communicate and explore issues that may be challenging for potential carers or approved carers.
- Be someone who enjoys a busy atmosphere with resilience and flexibility who can manage competing demands and the stresses that come with them.
- Be a supportive team member with a willingness to participate in other team tasks in the fostering service.
- Have an ability to work on your own initiative and prioritise a caseload to meet timescales.
- Have the ability to analyse and risk assess with a child centred focus complex data in order to ensure placements for children are safe, stable and will meet the child's short or long term needs as appropriate.
- Have good analytical skills to aid you in your assessment of carers and risk assessments to ensure that children and carers are effectively safeguarded.
- Be motivated to achieve good outcomes for children and have the ability to challenge poor practice.
- Be computer literate using MS Word. Outlook and databases.
- Have skills to engage potential carers with sensitivity and ability to empathise with their families and fostering families maintaining a child centred focus .
- Be able to meet the travel commitments of the post when assessing or

supporting carers outside Portsmouth City including overnight stays if required.

- Want to champion the very best social work practice, be motivated, and have a "can do" attitude, sharing our passion for improving children's and young people's lives.

**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.