

Job Description

JOB TITLE: Supervising Social Worker (Fostering)
PERSON REPORTS TO: Fostering Team Manager or Registered Manager

PURPOSE OF JOB:

To supervise, support, train, and review approved foster carers within Family First Fostering. To work in partnership with other professionals to provide safe, nurturing placements that enable children and young people to thrive and reach their full potential.

JOB CONTEXT:

Our company strives to provide services that are user-friendly and sensitive to the individual needs of our placements, local authorities, and all sections of the community. It is the responsibility of all employees to uphold this commitment within our ethos of service, quality, equality, and partnership. Partnership refers to our commitment to close collaboration with colleagues and working jointly with our service users.

DUTIES

- Provide support and supervision to carers in line with statutory guidelines, National Minimum Standards, Fostering Services Regulations, and Family First Fostering's policies.
- Review foster carer approval terms as required and present cases to the Fostering Panel when necessary.
- Provide feedback to the Registered Manager or Team Manager regarding cases.
- Prioritise tasks effectively and plan ahead.
- Problem-solve and adapt to changing environments.
- Actively recruit and assess applicants wishing to foster on behalf of the agency, as needed.
- Participate in Looked After Children (LAC) planning meetings and statutory reviews.
- Undertake office duty, placement searches, matching, and respond to crises as required.
- Develop and maintain positive, professional working relationships with colleagues in Children's Services and other partner agencies.
- Assist in the development of, and attend, foster carer support groups.
- Actively participate in, and facilitate foster carer training, both pre- and post-approval.
- Participate in the agency's out-of-hours duty system to support carers in emergencies.
- Contribute to the development of the fostering service to address unmet needs and respond to legislative changes.
- Carry out any other duties reasonably requested by the manager.

RESPONSIBILITIES:

- Maintain accurate and up-to-date records using relevant electronic and manual systems (e.g., CHARMS).

- Develop professional skills through regular supervision and by undertaking appropriate training.
- Stay informed about changes in legislation, policies, and practices, and incorporate them into professional practice.
- Actively engage in regular supervision sessions.
- Participate in an annual appraisal.
- Work collaboratively as part of the team to support the development and continuous improvement of the service.
- Be willing to work flexibly, including evenings and weekends, and undertake tasks not specifically covered in the job description, when required.
- Work in partnership with other professionals and regulatory bodies.
- Maintain registration as a Social Worker with Social Work England.
- Ensure safe working practices for yourself and others, in line with the agency's Health and Safety and Lone Working policies.
- Actively support and implement the principles and practices of equality of opportunity, in accordance with the agency's Equal Opportunities Policy.
- Attend team meetings and contribute to the continuous improvement of the organisation.
- Undertake other duties as may reasonably be assigned, commensurate with the level of responsibility.

This job description forms part of your main Terms and Conditions of Employment. This job description reflects the main responsibilities of the role. Duties may evolve in response to organisational needs and will be reviewed in consultation with the post holder.

Person specification

Job Designation: Supervising Social Worker
Reports to: Fostering Team Manager or Registered Manager

	ESSENTIAL DESIRABLE	METHOD OF ASSESSMENT
EDUCATION/ QUALIFICATION		
Recognised social work qualification e.g. CQSW, DipSW, Degree.	E	Application Form
Registered with Social Work England	E	Application Form
Evidence of a commitment to continued professional development	E	Application Form and Certificates
EXPERIENCE & KNOWLEDGE		
Knowledge and understanding of relevant legislation including Children's Act, fostering regulations and standards and the philosophies underpinning these acts	E	Application Form & Interview
Knowledge and understanding of the needs of looked after children.	E	Application Form & Interview
A working knowledge of child development and child protection theories, including attachment theory and the needs of Children in Care	E	Application Form & Interview
SKILLS & ABILITIES		
Effective negotiating and interpersonal skills including the ability to manage conflict.	E	Application Form & Interview
Flexibility and personal commitment to high professional standards	E	Application Form & interview
Ability to work in partnership with colleagues in an effective manner.	E	Application Form & interview
Good oral and written communication skills. Understand and respect the principles of confidentiality	E	Application Form & interview

Good standard of recording and report writing skills e.g. annual reviews, care plans and reviews.	E	Interview
Able to work independently and within a team.	E	Interview
Ability to organise and prioritise own work and balance varying priorities	E	Interview
Committed to involving service users and carers in the agencies work where appropriate.	D	Application Form & interview
Ability to liaise with a range of professionals – GPs, education, consultants and social workers	E	Application Form & interview
Ability to support and develop adults in their role as foster carers to ensure high standards of care for children placed.	E	Application Form & interview
Ability to work closely with children and young people, listening to their views and keeping them informed	E	Application Form & interview
Ability to motivate and engage young people in group activities	E	Application Form & Interview
Ability to work according to the companies Policies and Procedures	E	Application Form & Interview
Ability to facilitate young people's recreational needs, daily independent living skills and to promote their emotional well being	E	Application Form & Interview
PERSONALITY		
Well presented	E	Interview
Enthusiastic	E	Interview
Highly motivated	E	Interview
Empathetic	E	Interview
OTHER REQUIREMENTS		
To have a flexible approach to working hours, to ensure the needs of the agency and its stakeholders are properly met.	E	Interview
Able to be part of the agency's Out of Hours / on call system	E	Interview
Possess a full current driving license and have access to a vehicle	D	Interview

Be able to undertake shift work including working bank Holidays	E	Application Form & Interview
Able to demonstrate a commitment to equal opportunities principles and practice.	E	Application Form & Interview
Satisfactory Enhanced Disclosure Barring System Checks (DBS)	E	Application Form & Interview
Satisfactory References	E	Application Form & Interview
Right to work in the UK	E	Application Form & Interview