



Title <i>Social Worker, Adoption East Midlands (AEM)</i>	Department <i>Children, Families and Cultural Services</i>	Post Ref.
Job Purpose <ul style="list-style-type: none">- To work as part of the Adoption Team at Adoption East Midlands, to make a positive contribution to supporting children & young people and their families within the Region (Derby, Nottingham, Derbyshire, Nottinghamshire) on their adoption journey.- To support and empower families to best meet their adoption support needs by providing information, guidance, training and support both 1:1 and in Group settings- To work collaboratively across the Adoption Service and with Partner agencies to support the organisations vision and priorities- To independently manage a case load under the supervision of a Team Manager		
Key Responsibilities <ul style="list-style-type: none">- To play a key role in meeting the aims and objectives of the Agency which include ensuring children are placed in a loving and secure family, who are supported to adoption order and beyond.- To develop and maintain a detailed and current knowledge of attachment, developmental trauma and therapeutic parenting and the impact of this through the life course for adopted children and their families- To participate in the Adoption Support Information Line rota and Consultation rota, providing information, guidance, reflection and support to families to meet their identified adoption support needs.- To carry out comprehensive support needs assessments where there is a request for adoption services and such requests meet the threshold for intervention	Key Accountabilities <ul style="list-style-type: none">- Maintain a current and up to date understanding of safeguarding and a practical commitment to ensuring this is always at the forefront of practice- Maintaining an up to date understanding of and compliance with legislation and departmental policies & procedures- Work in accordance with the Nottinghamshire County Council Code of Conduct and Social Work England's (formerly HCPC) Code of Practice- Ensure adequate and timely records are maintained as required by policy and good practice, and that in so doing, data protection is observed and maintained- Operate as an effective member of the Team including in the delivery of and participation in team activities including team meetings, case discussions and quality audits, and	

<ul style="list-style-type: none"> - To undertake direct work and deliver course and training with prospective and adoptive parents, children or family groups both virtually and in person. - To undertake a liaison role with other agencies where appropriate to inform assessments and clarify access to services appropriate for children and their families - To signpost requests for services that will be more appropriately met by other agencies e.g. health, education - To be knowledgeable of and support families to access appropriate therapeutic services via the Adoption Support Fund - To consult with and identify the training needs of prospective and adoptive parents and support the delivery of training programmes to meet this need both pre and post order. 	<p>any ongoing review of team work.</p> <ul style="list-style-type: none"> - Provide a commitment to attending and pro-actively engaging in monthly supervision to enable a reflection on case work and a commitment to completing planned support in a timely fashion - Demonstrate a commitment to Continual Professional Development in line with Social Work England regulations and requirements
<p>The post holder will perform any duty or task that is appropriate for the role described</p>	

<p><i>Person Specification</i></p>	
<p><i>Education and Knowledge</i></p> <ul style="list-style-type: none"> - BA in Social Work or equivalent Social work Qualification - Registered with Social Work England - A good working knowledge of attachment and the impact of developmental trauma on children and young people and how therapeutic parenting can support ongoing development needs - Additional therapeutic training and/or qualifications is desirable 	<p><i>Personal skills and general competencies</i></p> <ul style="list-style-type: none"> - A high level of personal drive and commitment to excellent customer care and the ability to set an example for other staff - Strong interpersonal skills to gain the agreement and acceptance of others including colleagues, senior managers and customers. - Ability to make decisions and solve problems to meet operational targets, involving devising solutions and prioritising the resources available

- Willingness and ability to obtain and/or enhance qualifications and/or training for development in the post and as part of continuous professional development
- An up to date understanding of the legislative, procedural and research base underpinning adoption social work with children and families would be desirable together with a knowledge of issues prevalent in adoption cases post order
- An ability to apply knowledge of legislation, research and policy to the practice of adoption social work with children and families
- An understanding of diversity issues and their relevance to social work practice
- A knowledge of the regionalisation agenda and the ability to contribute to the plans for service development within Adoption East Midlands
- Full driving licence (unless disability precludes driving)

Experience

- Minimum of 3 years' experience of statutory social work with children and families including experience of direct work with children and families.
- Experience of multi-agency working, either in the statutory or voluntary sector.
- Experience of assessment and planning to meet the needs of children and their families.
- Experience of working in a team.

- Ability to meet agreed objectives and delivery targets by the effective application of resources, as well as the ability to organise and prioritise own work, utilising appropriate administrative skills.
- Ability to work as part of a team and able to demonstrate a willingness to work co-operatively and flexibly to collectively meet operational targets
- Strong assessment and analytical skills with evidence of working on own initiative and ability to make clear, well evidenced recommendations to promote effective decision making.
- Be creative and dynamic in their approach to direct work and actively apply learning and training to their practice.
- Ability to work anti-oppressively and promote anti-oppressive practice
- Well-developed skills in the use of Information Technology
- Excellent written skills providing the ability to produce professional reports which clearly articulate and evidence issues for children and young people, as well as prospective adopters
- Be creative and dynamic in their approach to direct work and actively apply learning and training to their practice.

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| <ul style="list-style-type: none">- Experience of working to deadlines and ability to work in a high-pressure environment.- Experience of adoption work would be desirable but not essential. | |
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Role Dimensions

Core area/s of responsibility (inc. teams, services & functions)

- Working in the social work team in Adoption East Midlands, a Regional Adoption Agency
- Delivering adoption services to four Local Authorities (Nottinghamshire, Nottingham City, Derbyshire and Derby City)
- Delivering services and support both virtually and in person
- This Job Description is in relation to Social Worker appointments across AEM. Detailed responsibilities will vary dependant on Team within AEM

Financial Responsibility - None

Direct Reports - None

Please attach a structure chart

Date: April 2021

Tier 7 – Experienced / Professional Staff