

<b>Title</b> <b>Social Worker Post, Adoption Support Team, AEM</b>	<b>Department</b> <b>Children, Families and Cultural Services</b>	<b>Post Ref.</b>
<b>Job Purpose</b>  <p>This is an excellent opportunity to join Regional Adoption Agency, <b>Adoption East Midlands</b>, and to make a positive contribution to supporting adopted children and young people and their families. We are looking for suitably qualified and experienced Social Work England (formerly HCPC) registered social workers who have at least 3 years post qualifying experience, with excellent interpersonal and assessment skills. You will need to evidence an awareness and understanding of the lifelong nature of adoption; the skills and attributes required to adopt as well as the on-going need for adoption support services throughout the life course for adoptive families caring for children who have a background of developmental trauma. The role of the Adoption Support social worker within AEM is to co-develop and deliver a graduated support response to families which includes identifying the need for and facilitating support needs assessments, individual and group consultation, commissioning specialist therapeutic services via the Adoption Support Fund as well as holding cases where direct pieces of work are carried out with children / adoptive parents. Alongside these higher-level support needs, you would also be involved in developing and supporting our programme of universal services which include information and resource sharing, co-delivering peer support opportunities and learning events and undertaking support telephone calls. The post requires the post holder to organise and manage their workload independently, under supervision of the Team Managers.</p>		
<b>Key Responsibilities</b> <ul style="list-style-type: none"> <li>- To play a key role in meeting the aims and objectives of the Agency which include delivering the adoption responsibilities of our Local Authority partners and meeting the adoption needs of families and adopted adults across the Region.</li> <li>- 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.</li> <li>- To engage with adoptive parents in the first instance to explore and reflect upon their immediate and longer-term support needs</li> </ul>	<b>Key Accountabilities</b> <ul style="list-style-type: none"> <li>- Maintain a current and up to date understanding of safeguarding and a practical commitment to ensuring this is always at the forefront of practice</li> <li>- Maintaining an up to date understanding of and compliance with legislation and departmental policies &amp; procedures</li> <li>- Work in accordance with the Nottinghamshire County Council Code of Conduct and Social Work England's (formerly HCPC) Code of Practice</li> </ul>	

<p>and how those needs can best be supported and met whilst continuing to empower the families we work with.</p> <ul style="list-style-type: none"> <li>- To carry out comprehensive assessments where there is a request for adoption support services and make recommendations based on our graduated support offer</li> <li>- To undertake direct work and deliver information sharing events with adoptive parents, children or family groups where this is identified as appropriate.</li> <li>- To undertake a liaison role with other agencies where appropriate to inform assessments and clarify and co-ordinate access to services appropriate for children and their families</li> <li>- To signpost requests for services that will be more appropriately met by other agencies eg. health, education and social care</li> <li>- To be knowledgeable of and support families to access appropriate therapeutic services via the Adoption Support Fund</li> <li>- Working alongside colleagues across the service, to consult with and identify the-needs of adopted children and working together to enable parents to meet those needs in the most appropriate and effective way-</li> <li>- To participate in the Adoption Support Team Information line as required</li> </ul>	<ul style="list-style-type: none"> <li>- 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</li> <li>- 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 any ongoing review of team-work.</li> <li>- 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</li> <li>- Demonstrate a commitment to Continual Professional Development in line with Social Work England regulations and requirements</li> </ul>
<p><b>The post holder will perform any duty or task that is appropriate for the role described</b></p>	

<b>Person Specification</b>	
<p><b>Education and Knowledge</b></p> <ul style="list-style-type: none"> <li>- BA in Social Work or equivalent Social work Qualification</li> </ul>	<p><b>Personal skills and general competencies</b></p> <ul style="list-style-type: none"> <li>- A high level of personal drive and commitment to excellent customer care and the ability to set an example for other staff</li> </ul>

Tier 7 – Experienced / Professional Staff

- 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
- 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
- Additional knowledge/qualifications/experience in working therapeutically with families is desirable.
- 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.

- 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
- 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.
- 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

- 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.
- Experience of working to deadlines and ability to work in a high-pressure environment.
- Experience of adoption work would be desirable but not essential.

### ***Role Dimensions***

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

- Working in the adoption support social work team in Adoption East Midlands, a Regional Adoption Agency
- Delivering adoption support services to four Local Authorities (Nottinghamshire, Nottingham City, Derbyshire and Derby City)

**Financial Responsibility** - None

**Direct Reports** - None

*Please attach a structure chart*

Date: December 2021