

Job Description

Job Title: Family Placement Support Worker

Grade: D215 / Pay Band 10

Division: Family Placement Service, Children and Families

Responsible to: Adoption Practice Lead and/or Fostering Team Leader

Overview

The Family Placement Service is committed to providing good quality foster carers and adopters that are able to meet the needs of vulnerable children and young people.

We work to ensure that foster carers and adopters are supported in being able to ensure that the children and young people they care for have the best opportunities in life. To achieve this, our values of respect, caring, listening, professionalism, fairness and curiosity must underpin all our work.

CARE

In Manx Care we pride ourselves on being committed, appreciative, respectful and excellent. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our CARE ethos.

Job Purpose

To provide support to foster carers, adopters, birth parents, special guardians individually and/or in groups who require practical and/or emotional support, advice and guidance targeted to areas of assessed needs, striving for the best possible outcome for every young person.

The role would also entail supporting the service in its recruitment of suitable foster carers and prospective adopters.

Duties and Responsibilities:

- Undertaking a variety of different types of assessment, planning and delivery of services where foster carers, adopters and special guardians require support particularly where there is or could be a breakdown in family relationships.
- Providing support to supervising social workers.
- Providing intensive interventions in a time limited way, using evidence informed practice models. This will require the worker to work flexibly, including outside of normal office hours, to meet the needs of each family.
- Actively support plans where skilled, focussed support to foster carers, adopters and special guardians and their families within the home setting.
- To liaise and work in partnership with other statutory and voluntary bodies in the assessment, planning and delivery of the work.
- To attend and contribute to reviews and any other multi-agency meetings relating to foster carers, adopters and special guardians.
- To adhere to the Division's policies and procedures. For example, case recording, confidentiality and supervision.

- To maintain a detailed and timely record of all referrals, visits, interviews and associated professional activities and using a computer based systems, as required.
- To deliver direct work to children/young people, foster carers, adopters and special guardians in order to improve placement stability. This will involve a range of activities, such as having a trauma informed approach, parenting skills, and strengthening relationships within the home environment.
- To offer practical and emotional support in the home to clients with a range of difficulties in order to promote placement and emotional stability so that children/young people may reach their full potential.
- To ensure that children, young people and their foster carers, adopters, special guardians are fully consulted about their wishes and feelings and are empowered to express these.
- To follow child protection and any standard of care guidance in order to meet statutory and other responsibilities.
- To contribute to the setting of the team objectives and in the evaluation of the effectiveness of the work of the team.
- To maintain and update a "library" of available community resources in the Isle of Man.
- To inform the Adoption and/or the Fostering Practice Lead on a routine basis of any noteworthy matters arising from their workload.
- To participate in effective consultation and supervision with the fostering or adoption practice lead.
- To participate in the personal performance and development process.
- To undertake appropriate training as agreed with the fostering/adoption practice lead.
- To comply with the disciplinary, grievance and complaints procedures.
- To demonstrate an understanding of, and an active commitment to equal opportunities and anti-discriminatory practice.
- To undertake any other duties commensurate with the post.

Person Specification

Attributes	Essential or Desirable	Method of Assessment
Credibility		
<ul style="list-style-type: none"> • Childcare, health and social care qualification ore something similar at NVQ/RQF Level 3 or equivalent. 	D	CV
<ul style="list-style-type: none"> • 5 GCSE's or equivalent including English Language 	E	CV/pre-employment checks
Capability		
<ul style="list-style-type: none"> • Relevant experience in undertaking direct work with children, young people and their families within the community. 	E	CV/Interview
<ul style="list-style-type: none"> • Experience of working directly with people in a crisis. 	D	CV/Interview
<ul style="list-style-type: none"> • Experience of working as part of a multi-agency group. 	D	CV/Interview
<ul style="list-style-type: none"> • Knowledge or experience of fostering, adoption and special guardianship. 	D	CV/Interview
<ul style="list-style-type: none"> • Knowledge or experience of child protection/Standard of Care procedures. 	D	CV/Interview
<ul style="list-style-type: none"> • Understanding of child development and attachment theory. 	E	CV/Interview
<ul style="list-style-type: none"> • Knowledge of data protection requirements and information sharing. 	E	CV/Interview
<ul style="list-style-type: none"> • Knowledge of local social care resources and how to access these. 	D	CV/Interview
<ul style="list-style-type: none"> • A working knowledge of interventions to support positive outcomes for children and their carers/adopters/special guardians. 	D	CV/Interview
<ul style="list-style-type: none"> • Able to collate and analyse information effectively identify a carers strengths and needs. 	E	CV/Interview
<ul style="list-style-type: none"> • Report writing and presentation skills. 	E	CV/Interview

<ul style="list-style-type: none"> • Ability to manage a caseload and to work on own initiative. 	E	CV/Interview
<p style="text-align: center;">Character</p> <ul style="list-style-type: none"> • Ability to engage positively with and complete direct work with foster carers, adopters, special guardians, birth parents, children and young people. • Self-motivated • Flexible • Reliable • Responsive to deadlines • Able to cope in stressful situations • Able to work part of a team • Good interpersonal and communication skills, able to communicate effectively at all levels. 	E	Interview
<p style="text-align: center;">Other requirements</p> <ul style="list-style-type: none"> • Full, valid driving licence and access to own vehicle. • Isle of Man Worker. • Ability to be flexible with working outside of normal office hours. • Satisfactory Police Check. 	E	CV/pre-employment check
	D	Application
	E	Interview
	E	Pre-employment check