

Job Title: Social Worker

Cornerstone Head Office: Room 2 Oxford House, Sixth Avenue, Doncaster DN93GG

Accountable to: Fostering Manager

Job Description

Main Duties

As a member of a small team you will:

- Carry out assessments (Form Fs) on new applicants.
- Enable carers to achieve and maintain the highest standards of practice.
- Contribute to effective care planning for children looked after by Cornerstone (in accordance with departmental guidelines and procedures).
- Contribute to the overall planning and development of services within Cornerstone, and to maintaining Cornerstone as an effective and high-quality child care organisation.

Christian Context

- As a Christian organisation Cornerstone only employs Christian Social Work staff who affirm the 'Statement of Faith' and who agree to the 'Code of Practice'.
- All aspects of the work will be carried out in a manner consistent with the aims of Cornerstone.
- The post holder is expected to engage in a variety of activities that are consistent with a practicing Christian lifestyle in all aspects of the above job description (including worship, Bible study, prayer).

Responsibilities

- To carry out full assessments (Form F's) on new carers and present to Fostering Panel.
- To provide on-going support and advice to linked carers.
- Participating in the rota providing emergency cover for carers.

- To support families in transition to adoption for children where this is their plan.
- To work with the Post Adoption Support Team.
- To assist in the preparation of Adoption Assessments (PAR).
- To undertake annual reviews in relation to linked carers and to report assessments, together with any recommendations for future training.
- To contribute to the on-going development of the annual training programme for foster carers and to encourage and assist linked carers to participate.
- To contribute to the continuing development and implementation of practice guidelines and procedures.
- To participate in planning meetings and statutory child care reviews as required.
- Advising on the content of written placement agreements.
- To ensure that confidential records are maintained to the required standard for each foster child and linked carer.
- To assist with family finding, contribute to decisions about the matching of children to appropriate carers; to liaise with Local Authorities; and to present Form F assessments to Local Authority panels as required.
- To help organise Cornerstone outings/holidays.
- To contribute to the overall planning and development of the services.
- If required, to speak in churches and to other relevant groups to promote Cornerstone and to assist in the recruitment of carers.
- Any other reasonable tasks as directed from time to time.

Personal Specification

Qualifications and Professional registrations

- Must possess an appropriate professional qualification: Degree in Social Work, CQSW, Diploma in Social Work or equivalent.
- Must have an active Social Work England registration and engage in continuous professional development (CPD portfolio)

Knowledge/Experience

Essential

- A sound working knowledge of the underlying philosophy and the main provisions of the Children's Act 1989 and the associated operational guidance.

- An ability to understand the legislative and regulatory framework that governs all aspects of family placement work (National Minimum Standards, Care Act 2015, Fostering Service Regulations 2011 and Equality Act 2010).
- Direct relevant experience of managing cases of children looked after by the Local Authority within the framework of the Children Act 1989.
- Effective practice experience in cases involving the welfare and protection of children and young people, including child protection work, legal proceedings and the permanent placement of children being looked after.
- A minimum of two years post qualification experience in work with children and families also a demonstrated interest in substitute family placement work.
- An ability to carry out high quality Form F/PAR assessments from Initial Visit to presentation at Panel.

Desirable

- Experience of working with volunteers.
- Experience of working with groups of children.
- Experience and willingness to engage in public speaking and to undertake training delivery

Criteria

Essential

- An understanding of the issues and the skills required for the assessment of prospective substitute family carers.
- Excellent inter-personal skills to work co-operatively both within and across professional disciplines and boundaries.
- Good communication skills, both written and oral.
- An ability to relate to children and young people.
- An ability to be self-directing and take personal responsibility for effective time management and demands of the workload.
- Ability to use computers effectively within an office environment.
- Car driver.

Desirable

- Ability to work with groups of people, including the necessary presentation and training skills.
- Ability to enthuse and motivate others.
- Capacity for innovative thinking in service development.

Disposition

- A determination to do everything to the highest standard.
- A commitment to working as part of a team.
- The flexibility and willingness to work occasional overtime when deadlines require.
- A full understanding of and sympathy towards Cornerstone's aims and objectives both as a charity and as a Christian organisation.
- A willingness to sign Cornerstone's 'Statement of Faith' and 'Code of Practice'.

Terms & Conditions

Hours: Full time (35h per week)

Holidays: 25 (pro rata) days per annum

Salary: Pay scales are in line with national bands. Specifics to be included in the actual contract.

Cornerstone reserves the right to amend or add to this job description at its discretion. Changes will be discussed with you in person and notification made in writing within 28 days of addition or amendment.