

JOB DESCRIPTION

DIRECTORATE: Children's		A.D. Service Area:	
Head of Service Area: Regulated Services		Is this description a generic JD? Yes / No	
GRADE:		JEM Reference No: 1894 Enhanced DBS Required? Yes No	
JOB TITLE: Placement Support Worker			
REPORTS TO : Family Placement Officer			
1.	PURPOSE OF JOB: Placement Support Workers will assist foster carers within the Directorate in providing a family placement for young people in keeping with its duties under the Children's Act, 1989.		
2.	MAIN RESPONSIBILITIES, TASKS & DUTIES		
	i.	Encourage and enable young people to achieve their maximum potential.	
	ii.	Where appropriate Placement Support Workers may be called upon to support more than one young person in placement.	
	iii.	Respect the rights of a young person and enable them to assume responsibility for their actions, commensurate with their age, ability and aptitude.	
	iv.	Respect and support cultural, religious and racial identity of young people in their charge.	
	v.	Able to assist young people work through their emotional and social problems in a positive, acceptable way and in consultation with Social Worker and Family Placement Officer help the young person to clarify their feelings towards others and self.	
	vi.	To be involved in supporting young people educationally both in and out of school when either excluded or presenting challenging behaviour. To contribute to care planning and family assessments attend case conferences, planning meetings, core groups, strategy meetings and reviews and where appropriate give evidence in court. You may also be requested to assist in the placing of a young person. Formulating a written contract with the Family Placement Officer/Social worker and maintain a record of contact with the young person in placement.	
	vii.	To attend Placement Support Meetings and Foster Carer Meetings as	

		required. To assist in defining and planning services for children in need and their families by networking with other Directorate and County Council staff, community groups and other service providers.
	viii	To actively participate in training courses and conferences which are in keeping with organisational and service objectives. To provide presentations regarding the role of the placement support workers. To promote independent living skills by working with colleagues from NCH alongside those young people leaving care. To assist in health care issues and self-esteem. Building.
3.	MANAGEMENT OF PEOPLE Placement Support Workers do not have managerial responsibilities other than to manage the young person with whom they are providing a service to. SUPERVISION OF PEOPLE	
4.	CREATIVITY AND INNOVATION Placement Support Workers must be capable of establishing and building positive and effective relationships with young people and be able to demonstrate a resilient attitude and determination in their character that will enable them to continue working with children when under pressure.	
5.	CONTACTS AND RELATIONSHIPS Placement Support Workers must be able to demonstrate an ability to communicate with all agencies, parents and children. In addition they will need to promote positive relationships between young people and their own families.	
6.	DECISIONS	
	a) Discretion To record information appropriately and confidentially and ensuring all records are stored appropriately.	
	b) Consequences Placement Support Workers records may influence the care plan for the young person.	
7.	RESOURCES To ensure that materials used for individual work with young people is maintained to a high standard and stored appropriately.	
8.	WORK ENVIRONMENT	

	a) Work Demands To assist with such other duties as may be determined from time to time within the general scope of the post. Duties and responsibilities outside the general scope of the post will only be required with the further agreement of the post holder. Staff must be prepared to work across geographical areas.
	b) Physical Demands Placement Support Worker's are to have physical and emotional resilience.
	c) Working Conditions Commitment to early morning/weekend/evening work on an as required basis.
	d) Work Context Placement Support Worker's work in a range of settings including foster carer homes, approved Social Services venues and community based venues which may incur risk to safety and well being. They must have an understanding of the reasons for the need to accommodate children and be prepared to deal with challenging situations which may include physical/verbal, violent aggression and managing risk.
9.	KNOWLEDGE AND SKILLS A full driving license is essential. No formal qualification is required but personal experience of working with young people for a minimum of one year is essential. Placement Support Workers must be capable of establishing and building positive and effective relationships with young people and be motivated in order to acquire and develop new skills. Understanding/experience of problems of family life and social isolation. Understanding of child and adolescent development, good communication and negotiation skills with young people, adults and other agencies. Knowledge of drugs, solvents and alcohol misuse. Recognition of the roles and responsibilities of team working. Managing difficult behaviour. Awareness of local resources/area/facilities available to young people. Budget skills. Observe assess and record accurately. Maintain a diary, prepare written reports. Able to promote the dignity, autonomy and independence of Service Users.
10.	GENERAL
Job Evaluation - This job description has been compiled to allow the job to be evaluated using the GLEA Job Evaluation scheme as adopted by the County Council.	

Other Duties - The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.			
Equal Opportunities - The postholder is required to carry out the duties in accordance with Council Equal Opportunities policies.			
Health and Safety - The postholder is required to carry out the duties in accordance with the Council Health and Safety policies and procedures.			
Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.			
	Name:	Signature:	Date:
Job Description written by: [Manager]			
Job Description agreed by: [Postholder]			
Note: Qualifications and Experience headings are included in the Person Specification, see 'Using Competencies in Recruitment & Selection' in the Employment Manual on George. Guidance on the completion of this JD can also be found on George or available from your Directorate HR Adviser.			
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