

## JOB DESCRIPTION & PERSON SPECIFICATION

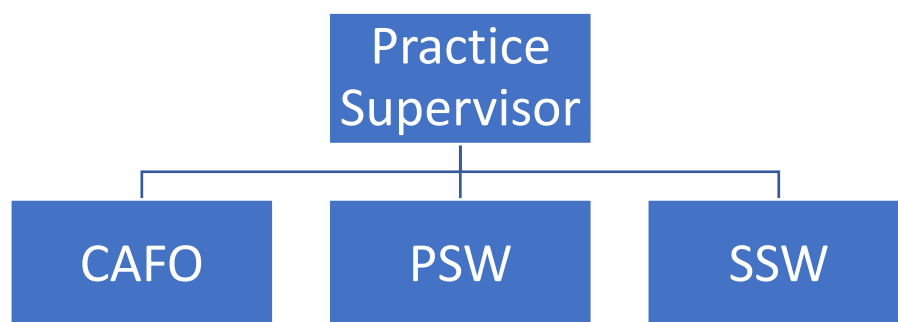
<b>Director Area: Children's services</b>	<b>Job Ref Number: 03153</b>
<b>Service Area: Regulated Services</b>	<b>Grade: G7</b>

**Job Title:**  
**Placement Support worker**

**PURPOSE OF JOB:**

- To 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.
- To assist carers to understand therapeutic parenting and support them to meet the needs of the child in placement
- To encourage young people to achieve their maximum potential through direct work with therapeutic parenting work and group work
- To facilitate training to professionals, foster carers and foster carer households
- To support with the preparation of foster carers
- To attend CIC reviews and contribute to the child's care plan
- To be involved in supporting young people educationally both in and out of school when either excluded or presenting challenging behaviour.  
To offer support and provide additional educational support and resources where needed, including therapeutic parenting within school.

**TEAM STRUCTURE:**



**MAIN DUTIES:**

1	You will hold a caseload of service users and their families supporting placements where there is an identified higher level of need and risk
2	To encourage young people to achieve their maximum potential through direct work with the child and the foster carers. This work is delivered by using Therapeutic Parenting strategies and working practices. To promote independent living skills in adolescents and younger children and support carers in helping their young people to achieve skills. To work across different service areas to develop independent living skills and work with colleagues who are dedicated to moving young people onto independence. To assist in Health Care issues and help to build self-esteem in our young people, understanding/experience of problems of family life and social isolation.

3	To assist young people work through their emotional and social problems in a positive, acceptable way and in consultation with a child/young person's Social Worker and Supervising Social Worker help the young person to clarify their feelings towards others and self. Providing one to one and group work.
4	To attend multi-disciplinary agency meetings to ensure complex care packages are suitable and of benefit to the Service User.
5	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.
6	To represent the Directorate in multi-agency meetings, including school and reviews and attend court when required. They share written and verbal information to both internal and external parties in line with Directorate policies, procedures and legal requirements.
7	To attend Placement Support meetings and Foster Carers meetings as required, to contribute, co-operate and work in partnership with other agencies and professionals to assist in a smooth transition and crossover of care packages for service users from Children's Services to Adult Services.
8	To participate in learning and development as required by the Practice Manager. To understand the value and usefulness of performance information and the use of data to monitor service users progress. To input data into the client information system. To actively participate in up to date new learning developments offered from different service areas plus the latest research into new and innovative ideas.
9	To have the ability to work with a vast range of kinship, mainstream carers and birth families, as well as the children. To provide support, strategies and additional services to prevent placement disruptions. To provide specialist guidance, advice and share knowledge with peers, including qualified social workers.
10	To hold a caseload of carers and children with individualized work schedules for each of them. This involves creating and maintaining safeguarding risk assessments.
11	To attend meetings and support carers and children working with therapists, community paediatricians and CAMHS. To attend Children In Care reviews and contribute to the child's care plan. To attend Joint Supervisions to provide advice and guidance re interventions for the child/ family. To support the service to work holistically with carers, child/ren and supporting professionals.
12	To support and facilitate with training and foster carer preparation courses
13	To respect and support cultural, religious and racial identity of young people in their charge.
14	As an employee, create a positive image of the County Council in terms of managing reputation. Deliver excellent customer service, incorporating the Council's equality and diversity objectives and supporting the council to achieve best practice in all it delivers Remain up to date and compliant with all relevant legislation, organisational procedures, policies and professional codes of conduct in order to uphold standards of best practice To take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self -service to achieve maximum cost effectiveness.
15	The post holder must have a flexible approach to working hours and location. This post requires the post holder to work evenings, weekends and some unsociable hours providing support and training to foster carers countrywide.

## PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
The Post holder will need to demonstrate they have the ability to	A I	x	

effectively engage with families, prospective foster carers and approved foster carers			
To establish and build 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.	A I	x	
Ability to communicate with all agencies, parents and children. In addition you will need to promote positive relationships between young people and their own families.	A I	x	
Ability to provide reports on findings with young people to support further developments and referrals to other agencies.	A I	x	
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.	A I	x	
To be a key team player and work closely with staff members and specialist workers from other agencies, local authorities and organisations in terms of delivering therapeutic support to carers, children and young people,	A I	x	
Ability to undertake family assessments. Using different approaches when working with young people and their carers,	A I	x	
Ability to advocate, negotiate and challenge on behalf of foster carer households in a variety of settings	A I	x	
The Post holder will require excellent written and oral communication to enable them to assess prospective foster carers and to support foster carer households.	A I	x	
An understanding and knowledge of attachment, trauma and therapeutic interventions.	A I	x	
Positive attitude to the promotion of diversity and equal opportunities.	A I	x	
Ability to recognise, appreciate and work within different organisations' cultures.	A I	x	
Ability to deliver a wide range of parenting interventions.	A I	x	
Must hold a U.K Driving license and have access to a vehicle for work.	A	x	
Commitment and understanding of	A I	x	

Health & Safety			
Proficient information and IT skills to enable effective communication with internal and external agencies.	A	x	
Post holder is required to have a minimum of 1years experience working with service users and carers in a social care or equivalent setting.	A	x	
The post holder will be prepared to utilize the training opportunities offered by the Training section of the Directorate.	A I	x	

\*A = Application form      T = Test/Assessment      I = Interview      P = Presentation

## GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the Lincolnshire County Council Core Values and Behaviours and to carry out the duties in accordance with Lincolnshire County Council policies.

**Other Duties** - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties 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 post holder.

**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.

## Job Details:

<b>Job Title</b>	Placement Support Worker
<b>Identifier</b>	03153
<b>Director Area</b>	Children's Services
<b>Service Area</b>	Regulated
<b>Section</b>	
<b>Date</b>	
<b>Analyst Name</b>	
<b>Job Status</b>	
<b>Score</b>	428
<b>Grade</b>	Grade 7
<b>Description</b>	