



Supervising Social Worker

Service	Reporting to	Location	level	Hours
Fostering Service	Fostering Supervising Social Worker	Unity House, Swinton, Salford	Level 2 3C Level 3 4A	36 hours

About the role

Now is a very exciting time to join Children's Services in Salford. We want children growing up in Salford to see and say that their city, community, and services are great, and this was recognised in our last Ofsted report which rates our overall services as 'good', with outstanding for our care leavers provision, management and leadership.

We are seeking to appoint a Supervising Social Worker within the Fostering Team. Your main role will be support and assessments of prospective foster carers on our Friends and Family Team, averaging up to 6 assessments at any one time. The role will require excellent assessment and analytical skills whilst representing the authority in undertaking timely assessments of friends and family. Once assessed and approved at panel the newly approved carer will transfer from you for support in completing their training standards.

We are looking for Social Workers with experience of undertaking assessments within set times scales. Social workers with positive approaches, solution focused and able to display and promote positive practice whilst demonstrating enthusiasm and passion for protecting children and young people across the city.

We offer a highly supportive and nurturing environment which enables individuals to grow as autonomous practitioners. We have adapted our working practice, by way of blended working and use of technology.

You will provide a high-quality service to children, families, and carers.

You will work directly with applicant foster carers using a range of knowledge, skills and interventions as required, in accordance with statutory responsibilities to secure positive outcomes for children.

You will have a good understanding of Fostering National Minimum Standards, fostering and associated care planning regulations, statutory guidance and how potential foster carers can be supported to meet these standards and work within local policies and procedures.

You will build effective relationships with applicant carers, their families enabling full participation in assessment, planning, review, and decision making.

You will support the implementation of Therapeutic Care Giving and Mockingbird alongside the Family Partnership Model.

Job code:
Job score:
Date of evaluation:

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You will effectively manage and build relationships and networks with other professionals, services and panels with appropriate supervision, guidance, and support from an experienced supportive management team.

You will prepare and produce a variety of high quality professional written documentation to required quality standards on behalf of the City Council.

You will work with partner agencies and represent the Council at a range of meetings, proceedings and reviews as required. You will secure access to services, negotiating and challenging other professionals and organisations to provide the help required.

You will provide support based on best evidence, which is tailored to meet individual assessment need and addresses relevant and significant risks.

You will be part of the duty rota and support the duty service.

You will be involved in recruitment and retention events.

You will be involved in foster carer training.

Key outcomes

- You will undertake your role demonstrating the knowledge and skills statement for child and family practitioners.
- You will work to the highest standard in line with the Council's Employee Code of Conduct, and other relevant policies.
- You will maintain timely and accurate recording of work undertaken in client information systems, having regard to the GDPR and associated policies.
- You will ensure that PIMs data and Power Bi data is up to date, interpreted and actioned appropriately.
- You will be responsible for and committed to safeguarding and promoting the welfare of children and young people and for ensuring that they are protected from harm.

- You will take responsibility for your own continuing professional development and support the development of others.
- You will maintain your registration, professional standards, education and training standards.
- You will demonstrate a personal commitment to reflective practice, self-development and team improvement.
- Through personal example, open commitment and clear action, you will ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications.
- You will a commitment to safeguarding and promoting the welfare of children and young people and expects all staff and partners to share this commitment.

What we need from you

- Possession of a recognised social work qualification and registration with the professional regulatory body.
- To model and demonstrate our values and behaviours.
- Possession of or willingness to undertake the practice teachers' award.
 - Support placements in crisis to become stable and prevent placement breakdown.
 - Support children's permanency plans
 - Promote the fostering role, recruitment, retention, training, and development in line with the fostering standards, guidance and regulations.
 - Support delivery and embedding of Therapeutic Care Giving and models of working practice such as Mockingbird and Family Partnership Model.
 - High quality assessments that result in robust, analysis and recommendations.
 - When applicable develop clear plans that support applicants to meet the required fostering standards.

- Thorough knowledge of the legislative framework in relation to children and families, fostering and adoption, and relevance to the placement setting and approval processes.
- Understanding of current social work theory and research and its application in practice.
- Demonstrated ability to manage a complex caseload, fostering families, children and to work at an appropriate level of independence whilst ensuring positive outcomes for children and the carers supporting them.
- Demonstrated ability to assess needs and risks and formulate plans based on best welfare. Clear understanding of the LADO process and independent support mechanisms for carers.
- Demonstrated ability to make effective decisions and adhere to agreed lines of accountability.
- Ability to communicate equally, appropriately, and effectively with a wide range of individuals and groups across all sectors and levels of society. Ability to maintain accurate records and to communicate complex information clearly and concisely both verbally and in written form.
- You must clearly evidence your ability to develop effective relationships with partner agencies and effective engagement skills to work with their carer's, families, and partner agencies.
- Ability to organise own time effectively, prioritising, preparing in advance and setting realistic timescales. Ability to maintain focus and objectivity under pressure and skill in managing and maintaining a complex workload.
- Ability to support carers in organising of their own time, their training and development, support groups, DBS and Health checks, implementation of safe care policies and the meeting of placement plans and meeting of the child focused standards. Providing regular supervision, PDR and annual review at fostering panel to maintain approval.
- You must have excellent analytical skills demonstrated within your assessments.
- You must have the ability to respond to immediate problems of a complex nature with associated risk factors and deliver immediate solutions sometimes under pressure on both your own case load and as part of duty tasks.
- Willingness to flexibly work outside of office hours as required by the needs of the service. You will also contribute to the team duty service on a rota basis with team members.
- Demonstrable commitment to anti-discriminatory practice
- Ability to reflect upon and develop own professional practice.

- Ability to present information effectively and compile written reports and fostering assessments.
- Excellent recording and time management skills.
- Ability to use IT systems to retrieve, record and update information and willingness to learn to use new systems.
- Ability to travel across Salford and Greater Manchester or other placement areas. Through use of the Co- Wheels Cars, your own vehicle as a casual user and public transport.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](#) website.

Tailored Development

Family Partnership Model of Practice

Therapeutic Care Giving

Practice Educator Stage 1

Practice Educator Stage 2

Age Assessment Training

Mentoring

Delivery of Foster Carer Skills to Foster

Core A

Core B

Workshops

Involvement in foster carer recruitment campaigns

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A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea](#) website.

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

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