

Ambitious Stockport, creating opportunities *for everyone*



**Thinking
Stockport**



**Achieving as a
Team**



**Working with
Ambition**



**Showing everyone
Respect**

Job Profile and Working for Stockport

Our Council

Join us at Stockport Council – MJ Local Authority of the Year 2025

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team**.

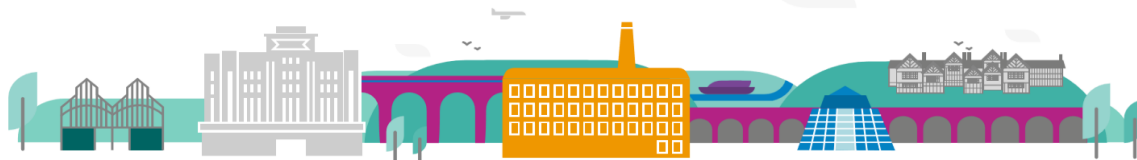
Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>





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About the Job

Role:	Social Worker Family Finding/Recruitment and Assessment- Adoption
Service Area:	Adoption Counts
Directorate:	Services to People - Children's
Salary Grade:	SO3

Main Purpose of the Job

To provide a high-quality social work service to:

- Prospective adoptive applicants
- Approved adoptive families
- Children and young people with a plan for adoption
- Birth parents
- Adopted adults
- Others affected by adoption across the lifetime journey

The postholder will work flexibly across Recruitment & Assessment and Family Finding, undertaking responsibilities from either area in line with service needs. This includes assessing prospective adopters, contributing to permanence planning, matching and placing children, and delivering adoption support as required.

The role involves working collaboratively with local authority child-care teams, providing expert advice on adoption practice, matching processes and adoption support, and working within relevant legislation, Regulations and National Minimum Adoption Standards.

Key Responsibilities

Recruitment & Assessment Responsibilities

- Undertake all stages of the assessment process for prospective adopters, including early engagement, Stage 1 checks, home study assessments and presentation to Adoption Panel.
- Identify with adopters their training, development and support needs and facilitate preparatory and ongoing learning opportunities.
- Deliver training, information events and support groups for adoptive applicants and families.



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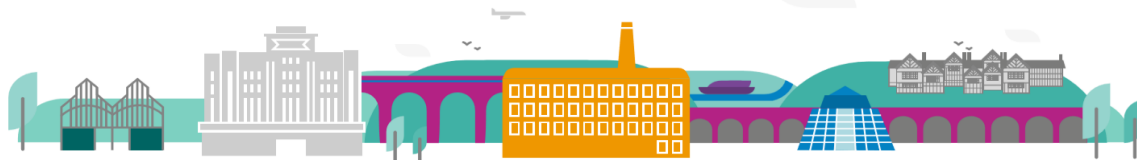
- Support adopters to understand therapeutic parenting and the needs of children who have experienced trauma.
- Contribute to the recruitment strategy and participate in regional/national events to promote adoption.

Family Finding Responsibilities

- Track, monitor and contribute to the planning for children who may have a plan of adoption to ensure timely permanence.
- Work closely with child's social workers, offering expert mentoring, advice and guidance on adoption processes, care planning and early permanence options.
- Lead the family finding process, identifying, matching and placing children with suitable adoptive families without delay.
- Support development of high-quality Child Permanence Reports and contribute to reviews of permanence planning.
- Prepare family finding court statements and give evidence when required.
- Produce high-quality children's profiles and represent the agency at local, regional and national family finding events.
- Advise on and support direct work with children to prepare them for adoption.

Cross-Service Responsibilities

- Provide adoption support assessments and deliver appropriate support plans to adoptive families.
- Support adopted adults accessing their adoption records in line with legislation.
- Maintain high standards of recording in line with National Minimum Standards and Council policy.
- Contribute to service development, team meetings, working groups and practice improvement activities.
- Participate in and deliver training to staff, adopters and partner agencies to strengthen understanding of adoption and permanence.
- Work positively and inclusively, upholding the Council's commitment to equality, diversity and anti-discriminatory practice.
- Fulfil all expectations relating to Council policies including health and safety, safeguarding, attendance, welfare and customer care.



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- To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

Additional Information

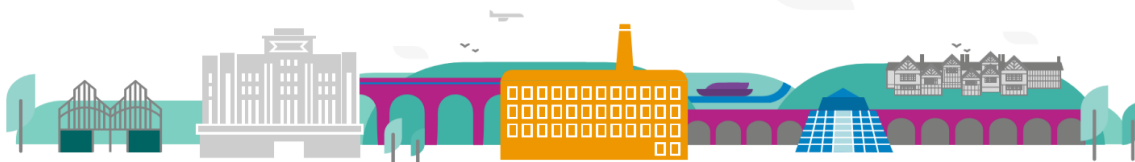
The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.
- Recognised Social Work qualification & SW England registered
- Employment as field social worker on Children & Families Team with commitment to child-focused social work



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- Adoption experience (either placing children for adoption or as an adoption team worker)
- Knowledge of all relevant legislation, standards and guidance in relation to adoption as well as an understanding of current issues and research outcomes
- Knowledge of Early trauma and the impact on a child's development, behaviours and attachments
- Understanding and knowledge of the lifelong implications and impact of adoption for all parties
- Knowledge of Child Care Research, disability, mental health issues, adoption support/ disruptions
- Awareness of early permanence options and planning to avoid drift and avoidable delay for children
- Effective verbal and written communications skills
- The ability to maintain appropriate records of work undertaken in accordance with National Minimum Standards and Council Policy to ensure that statutory obligations are met
- A proven ability to undertake complex and comprehensive assessments in accordance with statutory requirements
- Commitment to delivering high quality training and a willingness to participate in local and national exchange and activity day events
- The ability to manage, support, prepare and develop adopters as appropriate in order to safeguard the welfare of Cared for and Adopted Children
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