

Join #TeamWigan



Your job

Job Title: Adoption Social Worker

Service: Children and Families

Grade: 9

Reporting to: Team Manager

You will join a well-established, busy and creative team as an adoption childcare social worker.

You will have an active role in permanence planning for children and will track those children whose plans may become adoption, beginning family-finding at an early stage and, where adoption plans are confirmed, become the allocated caseworker from the point of Placement Order onwards.

You will have responsibility for all family-finding, linking, matching and placement tasks for the child and will need to be creative and inventive in preparing children for the changes that will affect their lives, as well as undertaking the statutory requirements for looked after children. You will support the child and their adoptive family up to the making of an Adoption Order.

You will need to liaise with a variety of adoption agencies, including our own Regional Adoption Agency, to ensure our children have the best opportunity to be matched with the right family. You will also work with children's families, foster carers, education, health, and other agencies to ensure we give Wigan children the best opportunities for permanence.

Mandatory Statement

The Council is committed to complying with European General Data Protection regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance

in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection regulations.

Wigan Council is an active, strong, and committed corporate parent. As a priority, all employees have a responsibility towards the children we look after and care leavers, not just those employed by the Children's Directorate.

In this job you will:

In the next 12 months, you will:

- Gain experience in, and have responsibility for, each stage of a child's journey to adoption including permanence-planning, family-finding, matching, and placing children in their adoptive family.
- Represent the adoption team in permanence planning meetings and give advice and guidance on planning and timescales for adoption plans.
- Achieve permanence in a timely manner within the expected timescales as laid out in the Adoption Scorecard.
- Build a knowledge base around adoption legislation and guidance and add to the knowledge of the adoption team.
- Build working relationships within Locality teams and with partner agencies to best represent Wigan Council and Wigan children whose plans are adoption.
- Be competent and confident in working directly with children to help them understand the changes in their lives brought about by adoption.
- Adopt the Signs of safety principles through day-to-day practice.

On an ongoing basis you will:

- Maintain up to date, detailed and accurate records of all cases through Liquid Logic and other recording tools.
- Contribute to the overall development of services for children and their families.
- Maintain up to date registration with Social Work England and uphold and promote the high standards of the social care profession outlined in Social work England.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules.

In this job you will need:

You must be able to demonstrate the following essential requirements:

- To be a qualified social worker with current registration with Social Work England.
- To demonstrate a good knowledge and experience in looked after children processes and the statutory framework around both looked after and adoption practice.
- To bring the voice of the child to life and find them the right adoptive family.
- To work with birth family members, foster carers, and other professionals as part of the team around the child.
- Adoption is about stories – the child’s story, the parent’s story the adopter’s story. Stories children tell us about what they know and sometimes what they think they know. Stories help us all make sense of what can sometimes be too scary, or too powerful or too complicated. You will therefore need to be able to tell a clear and cohesive story, not only in direct work with children but also in meetings with adopters and in report writing for colleagues, senior managers, and the court.
- To bring creativity, spontaneity, and empathy to the task of adoption.
- To provide contemporaneous record keeping and the knowledge and use of the case management system.
- To have good report-writing skills.
- Although being able to drive is not an essential part of the role, children can be placed at a distance from Wigan.

Our Culture

For us, it’s not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **TeamWigan** behaviours.

Be Positive	“ Take pride in all that you do and support and develop yourself and others. ”
Be Accountable	“ Be responsible for making things better, enabling change and supporting improvement. ”
Be Courageous	“ Be open to doing things differently and working collaboratively with others. ”
Be Kind	“ Be helpful, generous and thoughtful towards yourself and others. ”