

Children and Families Support Worker (Early Permanence Project)



Job Description

Reports to: Senior Social Worker

Direct reports: None

Diversity Commitment

PACT is a supportive and respectful place where people are passionate about making a positive difference to the lives of women, children and families from many different backgrounds. We continuously look to progress the ways in which we create families and bring people together and encourage applications from people across all communities. We are committed to ensuring that our people and our services reflect the diversity of the communities we serve and applications from people from under-represented groups are particularly welcomed.

The Role

In partnership with Regional Adoption Agency, Adopt South, PACT is leading an innovative early permanence (Foster for Adoption) project with the core aims to:

- develop specialist support for early permanence carers
- develop support for the children's parents
- develop training and education for professionals, early permanence carers and families
- encourage care planning teams and professionals to consider early permanence as an option for children

The Support Worker will play a key role in the project, their core function being to provide 1:1 specialist support for early permanence carers as well as collaborating with children's parents across the Southeast to shape and influence early permanence. Working with their peer at Adopt South, the postholder is also responsible for developing training support for fellow professionals.

This post is part of our overall adoption support service which we offer to all our PACT adoptive families.

Key Tasks

<input type="radio"/>	Safeguard and protect vulnerable adults and children in accordance with PACT's Policies and Procedures at all times
<input type="radio"/>	Be the designated 'skills and knowledge lead' for foster for adoption support for early permanence carers for this project. Share practices with colleagues in adoption which benefit service users and PACT and which also input into the national project

O	Contribute to the development and evaluation of early permanence, including seeking user feedback and suggesting strategies for future practice
O	In partnership with Adopt South, create parent groups to develop engagement, support, input and empowerment for parents whose children have been placed in early permanence placements
O	Be the first point of contact for requests for support for early permanent carers
O	Offer advice and support to PACT colleagues in adoption about foster for adoption support issues and provide expertise and guidance to early permanence carers in the early stages of linking, matching and during placement as required
O	Provide support to recruitment activities for prospective early permanence carers for example, assisting with case studies, specialist information events, PACT's foster for adoption webpage when required
O	Be involved in preparation and training activities pre and post placement with other team members when required
O	Co-ordinate and help to deliver a plan of support and training activities for early permanence carers across all PACT sites post placement and/or post Adoption Order
O	Support the creation of training materials including literature, webinars, interviews, case studies and audio for early permanence carers, parents and professionals
O	Support the project's aims to expand options for children to include foster for adoption through working with external agencies, including local authorities/regional adoption agencies/courts and Cafcass
O	Maintain accurate, clear and up to date case records on CHARMS database system and provide reports when required
O	Represent PACT as appropriate in interactions with statutory and other voluntary agencies
O	Take responsibility for and be committed to personal and professional development and keep up to date with law, regulation, guidance, standards, Government policy and research relating to all aspects of the work including adoption legislation
O	Demonstrate and uphold PACT's commitment to equality, diversity and inclusion
O	To remain child focussed and ensure the voice of the child is heard
O	To take full responsibility for identified areas of work, ensuring best practice is maintained
O	To undertake any other duties deemed commensurate with this post as directed by the line manager
O	To demonstrate and uphold PACT's commitment to equality, diversity and inclusion

Person specification

Essential	
<input type="radio"/>	Has an understanding of the legal issues affecting adoption and early permanence placements
<input type="radio"/>	Experience of providing support to families with children
<input type="radio"/>	Good knowledge of adoption and/or fostering acquired through a personal, professional or voluntary capacity
<input type="radio"/>	Demonstrates a commitment to promoting equality and diversity in the workplace and throughout service delivery
<input type="radio"/>	Role requires travel: able to travel to service user or office locations as required for post
<input type="radio"/>	Commitment to, and enthusiasm for, the aims of the organisation and use this to positively and proactively represent and advocate for PACT
<input type="radio"/>	Effective interpersonal skills, developing productive working relationships with a wide range of stakeholders, service users and colleagues and adopts a collaborative working approach. Fluent in written and spoken English
<input type="radio"/>	Can respond flexibly to the requirements of the post and the needs of service users. Plans and balances priorities and co-ordinates activities, managing a varied workload to deadlines
<input type="radio"/>	Can produce comprehensive, accurate and detailed reports to deadlines
<input type="radio"/>	Proficient in use of Microsoft Office: Outlook, Word, Excel, database systems and virtual tools: Teams and Zoom
<input type="radio"/>	Delivers excellent customer service and strives to deliver to high professional standards

Desirable	
<input type="radio"/>	Previous experience of developing, delivering and facilitating training and making presentations
<input type="radio"/>	Experience of working with families whose children have been placed in alternative care
<input type="radio"/>	Knowledge of working to UK legislation relating to work with children and families, adoption and permanence; including Children Act 1989, Adoption and Children Act 2002, Children Act 2004 and attendant regulations 2011
<input type="radio"/>	Can work autonomously and as part of a team, working towards individual and shared goals and objectives

O	Can respond flexibly to the requirements of the post and the needs of service users. Plans and balances priorities and co-ordinates activities, managing a varied workload to deadline
O	Full UK driver's license and access to own car

Our hybrid working arrangements offer a flexible combination of working from home and office days, in our offices in Reading or London. The role requires travel to service user locations and occasional travel to PACT's offices.

Occasional evening and weekend working is required.

PACT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. Anyone joining our team is subject to PACT's Safer Recruitment pre-appointment enquiries. These include the provision of documentation of the right to work in the UK, Disclosure Barring Service (DBS) check, overseas police check where applicable and references covering a minimum 5 year period. All opportunities are based in the UK. Appointment to this post is subject to a satisfactory enhanced DBS check.