

Role Title: Assessing Social Worker in the Kinship assessment team

Salary:

Trust roles subject to review as part of rolling job evaluation

Location: Bradford, Sir Henry Mitchell House

About Us

Bradford has created a new Children and Families Trust.

The Trust is commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services. This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation.

We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford. As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District. We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

Purpose

The Fostering Service includes a Kinship Assessment Team and Assessing Social Workers who complete full assessments following viability assessment by Locality children's teams. This coordinated approach ensures timely, appropriate placements and reduces delays.

Social workers complete assessments within court and regulatory timescales. Once approved, kinship carers receive regular supervision to maintain care standards and meet Fostering Regulations through ongoing support and annual reviews.

This specialist role requires experienced social workers who understand children's life stories and attachment needs. It involves identifying suitable family placements and building support packages to promote placement stability and positive outcomes for children.



Main Duties and Responsibilities

1. Placement Identification & Matching

- Work within the Kinship Assessment Team to identify suitable homes for children, considering their ethnicity, language, religion, disability, identity, education, health, family and social relationships, and safeguarding needs.
- Ensure the child's wishes and feelings are aligned with their care plan.

2. Multi-Agency Collaboration

- Liaise with social workers, health professionals, education staff, and legal representatives to ensure a coordinated approach to care planning.
- Contribute to multi-agency meetings, including Child in Care Reviews, and Care Planning Meetings.

3. Assessment of Carers

- Undertake assessments of prospective kinship carers.
- Compile comprehensive reports with recommendations for fostering panels and court proceedings, ensuring assessments are evidence-based and child-focused.

4. Supervision & Support of Kinship Carers

- Provide regular supervision to approved Kinship carers, offering guidance, emotional support, practical advice and contribute to the development of individual support plans.
- Monitor the quality of care provided and ensure compliance with fostering standards and regulations.

5. Training & Development

- Deliver and contribute to training sessions for Kinship carers and staff, covering topics such as safeguarding, attachment, therapeutic parenting, and trauma-informed care.
- Support carers in accessing relevant resources and learning opportunities to enhance their skills.

6. Service Development & Innovation

- Involve children, young people, families, and carers in shaping the Fostering Service through feedback and consultation.
- Analyse service data to identify trends, gaps, and areas for improvement.



- Stay informed of research and best practice in kinship and fostering and initiate innovative approaches where appropriate.

7. **Safeguarding & Risk Management**

- Respond to any safeguarding concerns and implement protective measures in line with legislation and departmental policy.
- Use professional judgement to assess risk and intervene appropriately to prevent harm, neglect, or abuse.

8. **Therapeutic Social Work Practice**

- Provide direct therapeutic support to children and families, integrating theory into practice.
- Use models of therapeutic parenting and trauma-informed care to promote resilience and emotional well-being.

9. **Case Management & Decision Making**

- Manage a complex caseload, ensuring all work is planned, critically evaluated, and reviewed.
- Make informed decisions based on analysis, evidence, and professional judgement, and clearly document reasoning.

10. **Court Work & Legal Compliance**

- Prepare robust assessments and reports for court proceedings.
- Attend court to provide oral evidence and support legal processes as required.

11. **Professional Accountability & Ethics**

- Maintain accurate records using electronic systems (e.g. LCS), ensuring all documentation reflects analysis and decision-making.
- Adhere to social work ethical principles, legislation, and professional standards.



Criteria

Qualifications & Registration

- MA in Social Work, BA in Social Work, DIPSW, CSS, or CQSW.
- Registration with Social Work England.

Skills and Knowledge

- Engage in supervision, manage workload independently, identify CPD needs.
- Understand professional accountability, ethics, and legislation.
- Apply anti-discriminatory practice, challenge inequality.
- Understand developmental trauma, attachment theory, therapeutic parenting.
- Apply critical reflection and analysis to decision-making.
- Use judgement in complex cases, record analysis and decisions accurately.
- Operate effectively in multi-agency settings, build collaborative networks.
- Knowledge of the statutory and regulatory frameworks governing fostering, including the *Children Act 1989*, *Fostering Services Regulations*, and *Care Planning, Placement and Case Review Regulations*.

Requirements

- Must meet either the Lower or Advanced threshold level for fluency in English as outlined under Special Knowledge.
- Must be able to work evenings, weekends, and bank holidays as required by the needs of the service.
- Must be able to perform all duties and tasks with reasonable adjustments, where appropriate, in accordance with the Equality Act 2010 regarding Disability Provisions.
- The post requires a Disclosure and Barring Service (DBS) check.
- Must have a full driving license and a car available.

