

Role Title: Social Worker L3

Salary: PO3

Location: Bradford – Placement Coordination

Report to: Placement Coordination Team Manager

About Us

Bradford has created a new Children and Families Trust, which has been 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.

Job Overview

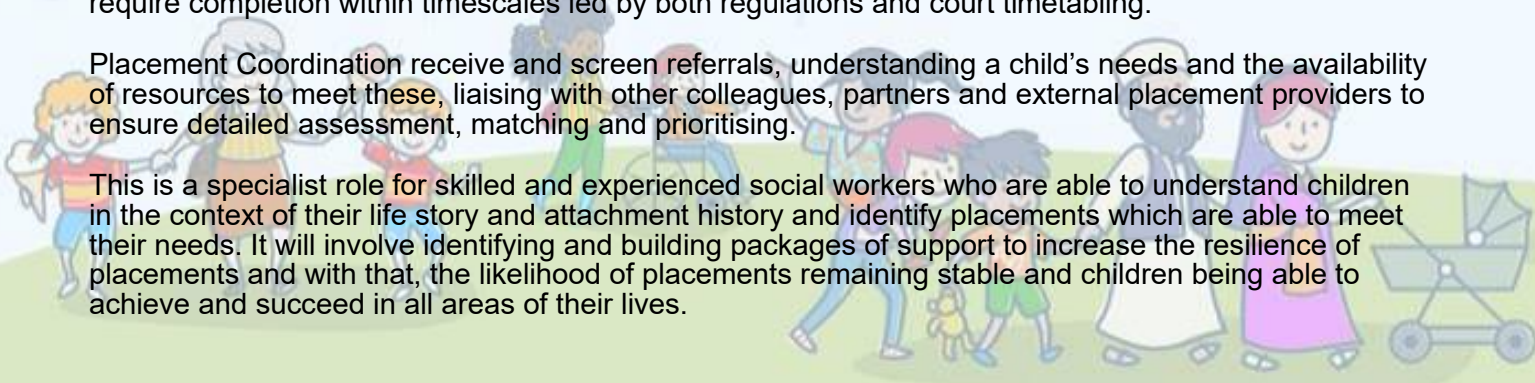
Within the Placement Coordination Service, we have a **dedicated Placement and Family Finding team.**

In collaboration with each child's social worker, ensure that the referral for placement is accurate, up to date, captures the voice of the child and clearly defines the requirements. The team undertakes provider assessments and matches children to placements based on assessed needs from Social Work Teams.

This is a joined-up approach to ensure appropriate placements for children are identified and assessed in a timely manner to reduce drift and delay. You will be dealing with requests for placements which require completion within timescales led by both regulations and court timetabling.

Placement Coordination receive and screen referrals, understanding a child's needs and the availability of resources to meet these, liaising with other colleagues, partners and external placement providers to ensure detailed assessment, matching and prioritising.

This is a specialist role for skilled and experienced social workers who are able to understand children in the context of their life story and attachment history and identify placements which are able to meet their needs. It will involve identifying and building packages of support to increase the resilience of placements and with that, the likelihood of placements remaining stable and children being able to achieve and succeed in all areas of their lives.

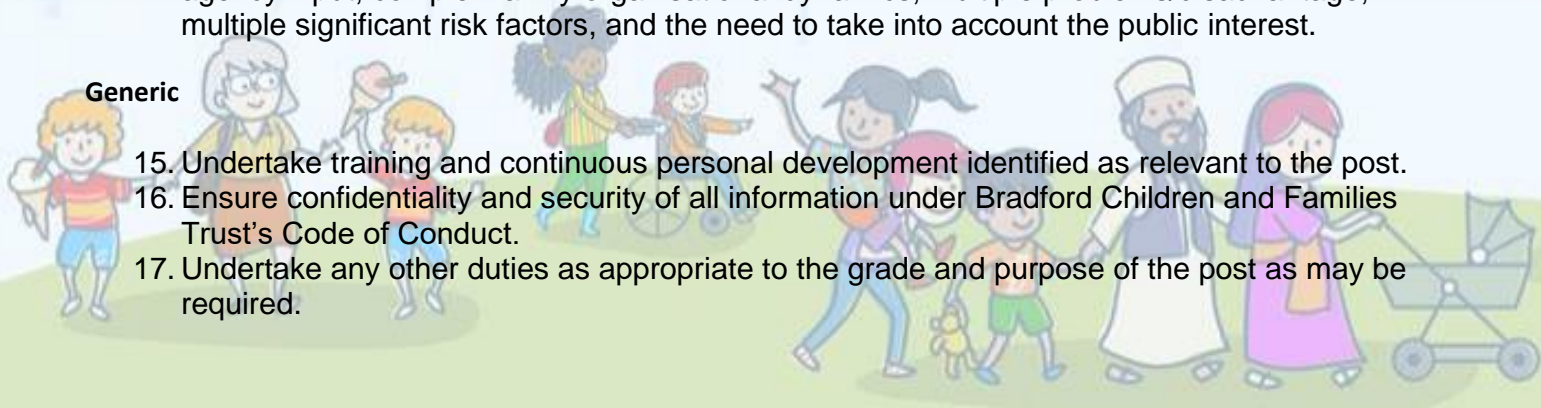


Main Duties and Responsibilities

1. To work in the Placement Coordination Service as part of the placement and family finding team, to identify the most suitable placements for children in response to requests from other professionals, taking account of their ethnicity, language, religion, disability, identity, education, health, family and social relationships, the wishes and feelings of the child and family, and any other identified needs, including safeguarding concerns.
2. To work with the professionals involved in the caring/planning for children to make the best use of the available resource based on what is in the child's best interest and offering placement choice wherever possible.
3. To ensure excellent joined up working with key professionals to ensure there is a consistent team round the child approach to any decision making/planning within a child's journey to permanence, in accordance with the statutory, regulatory and policy frameworks for childcare, fostering, care planning, placement and review, PLO process.
4. To have the expertise to undertake effective consultation with providers and prospective carers to build a profile of their skills and abilities so that placements meet the assessed needs of children needing to be looked after.
5. To participate in training staff and providers from time to time.
6. To involve children and young people, parents, foster carers, providers and other professionals in the ongoing development of the Placement Coordination Service.
7. To be able to collate and analyse information in accordance with the priorities of the service to identify trends/gaps in service and contribute to the wider development of the Placement Coordination Service. To keep abreast of relevant research and developments in the field of placements and to initiate innovations when appropriate.
8. Supervise and support placement arrangements, undertaking initial and full matching when required of residential homes, foster carers, semi-independent accommodation and support providers and secure Childrens homes and present placement options with recommendations to be considered and approved by the child's social worker.
9. To investigate complaints about placement providers and make recommendations to managers in line with Department policy.
10. To liaise with other parts of the Department and specifically act as link with area colleagues to ensure the provision of specialist information on policy, legislation and resources in respect of placements.
11. Undertake preventative work with service users to diminish safeguarding concerns, investigating concerns of significant harm and making appropriate use of legislation to safeguard and promote the welfare of service users.
12. To provide a social work service to individuals, their families and carers by assessing and identifying their needs and meeting them through direct work, care planning and management. Be able to integrate a theoretical approach with practice.
13. Manage a caseload, exercising complex decision making in line with professional criteria and making sure that case work is appropriately planned, critically evaluated and reviewed.
14. Engage effectively with situations of increasing complexity and challenge including multi agency input, complex family organisational dynamics, multiple problems/disadvantage, multiple significant risk factors, and the need to take into account the public interest.

Generic

15. Undertake training and continuous personal development identified as relevant to the post.
16. Ensure confidentiality and security of all information under Bradford Children and Families Trust's Code of Conduct.
17. Undertake any other duties as appropriate to the grade and purpose of the post as may be required.



About You

We are looking for applicants who can demonstrate that they meet the following requirements:

Education

- MA in Social Work, Degree in Social Work, DIPSW/ CSS /CQSW (social work qualification)
- Registered with Social Work England

Experience

- Experience of working in a social work setting through practice placements, volunteering and employment (depending on experience)
- Professional or personal experience of working in placement/adoption/fostering contexts/situations.
- Experience of working with children and young people.
- Experience of working in a multi-agency environment and forging productive working relationships with partners.
- Ability to meet the PCF requirements of an experienced social worker.

Skills

- Be able to apply critical reflection and analysis to inform and provide a rationale for professional decision-making and intervention. (PCF 6)
- Use judgement to intervene with individuals, families and communities to promote independence, provide support and prevent harm, neglect and abuse by engaging effectively with people and gathering information in complex situations, developing and using a range of interventions and routinely explain professional reasoning, judgements and decisions. (PCF 7)
- Operate effectively within multi-agency and inter-professional partnerships and settings, working within the organisations remit, including building your own network and collaborative working (PCF 8)
- Understand the impact of developmental trauma on children and young people and those that care for them, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and having applied it to practice. (PCF 5)
- Have a robust understanding of attachment theory and its application in this field, being able to effectively communicate this concept to others. (PCF 5)
- Have an understanding of working with and the ability to apply models of therapeutic care and the different types of therapeutic input and support available for children, young people and their families. (PCF 5)
- Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice, recognising discriminatory practices and develop approaches to support and appropriately challenge service users, colleagues or senior staff. (PCF 3)
- Be able to record accurate information and write records and reports using electronic systems (ICS), including recording of analysis and judgements and use of other recording systems. (PCF 7)
- Engage in regular effective supervision, identify and act on own learning needs through CPD, and manage workload independently seeking support and suggesting solutions. (PCF1)
- Be able to recognise the requirements of professional accountability and information sharing and understand and apply social work ethical principles and legislation (PCF 2)
- Uses a range of complex IT packages
- Able to demonstrate an ability to plan, prioritise and manage a changing and demand-led workload
- Uses, interprets, analyses, communicates complex numerical information.
- Knowledge of budget administration and negotiation of costs to ensure value for money

Safeguarding Responsibilities

Bradford Children and Families Trust is committed to safeguarding and promoting the welfare of all children who use our services and as such expects all staff to share this commitment.

Successful applicants will be required to complete the relevant safeguarding checks. An DBS check will be requested.

We are an equal opportunities employer.

