

Job Description

Job Title	Adoption Social Worker
Directorate	Children and Young People's Services
Service Area	Children's Social Care
Grade	7
Competency Level	1
Salary	£39,513 – £44,711
Job Type	Hybrid
Location	City Wide
Disclosure and Barring Service (DBS)	Enhanced with Child Barred List (Children's Workforce)
Job Evaluation Ref No	

Job Purpose

To be responsible for all activity relating to finding the right adopters for our children.

To ensure that children who have a plan for adoption are matched without delay with an adoptive family.

Directly Responsible For:

Not applicable



Directly Responsible To:

Team Manager

Main Areas of Responsibility:

- Hold and effectively manage a caseload of children who need adoptive families, in accordance with policy, procedures, guidance and legislation
- To use a range of tools to profile and search for the right adoptive family for our children, including Linking Meetings, matching databases, Exchange Days, Activity Days and other local and national forums for exchanging information
- To undertake visits to children within required timescales and ensure that an accurate and timely record is made of this visit
- Be accountable for complex decision making in relation to allocated cases ensuring professional judgement, evidence-based tools, critical reflection and analysis is used to inform this
- Identify and assess levels of risk and need in often complex situations, ensuring that the safety and welfare of children is paramount
- To coordinate and help prepare reports within set timescales for the Adoption Panel for the child to be formally matched with their adoptive family
- To plan, organise and contribute to the transition process when children move to their adoptive family
- Undertake work outside of the Merseyside region when prospective adopters live outside the area
- Be responsible for accurate, sensitive, timely and up to date recording on all cases
- To provide information for and participate in Disruption Meetings when required

- To assist and fully co-operate in the care planning process by attending relevant meetings, including placement planning meetings, care planning meetings and CLA reviews
- Model inclusive and non-discriminatory practice in relation to identity and diversity, challenging any issues of concern
- Work co-operatively with colleagues within the Council and in partner agencies
- Ensure that expenditure on cases is properly authorised and recorded
- Manage and appropriately prioritise tasks within an allocated caseload through effective time management
- Take responsibility for obtaining regular professional supervision to ensure effective and reflective practice
- Prepare and participate in Performance and Development Reviews, identifying areas for improvement and carrying out agreed learning and development opportunities including using research to inform practice
- Take responsibility for the continuous professional learning and development of self and others including participating in team meetings and contributing to the development of the team and the overall service
- Ensure that client information data is lawfully gathered, accurate, up to date and only divulged in accordance with the General Data Protection Regulation 2016 (GDPR) and the local government common law of duty of confidentiality. Failure to apply these duties can lead to the individual or the Council facing financial penalties or court proceedings

Supervision and Management Responsibility:

- No supervision or management responsibility

Budget and Financial Responsibility:

- Being fully accountable for managing the council's resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact

Social Value Responsibility:

- Drive for social value through all activities, ensuring wider social, economic and environmental benefits for the council, residents and communities

Physical Demands of the Job:

- This post is a combination of office work and field work. Hence it involves sedentary periods and also a requirement to travel to meet service needs

Corporate Responsibility:

- Contribute to the delivery of the Council Plan
- Delivering and promoting excellent customer service, externally and internally.
- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken
- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan

Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at the following competency level: **Level 1**.

[The competency framework can be found here.](#)

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

Person Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

Qualification and training

Essential

- Social Work Degree qualification or equivalent (A)
- Current registration with Social Work England (A)

Experience

Essential

- Experience of assessing children, young people and their families under an appropriate statutory framework (A/I)
- Knowledge of child development and family dynamics (A/I)

Desirable

- Post-qualifying experience in adoption work

Skills/Abilities

Essential

- Knowledge of childcare legislation, particularly Adoption legislation, statutory guidance and best practice research (A/I)

- Knowledge of and an understanding of child protection and looked after children processes as outlined in Working Together to Safeguard Children and The Care Planning, Placement and Case Review (England) Regulations 2010 (A/I)
- Ability to apply critical reflection and analysis to complex cases (I)
- Ability to demonstrate effectively the role of a Corporate Parent in line with the Corporate Parenting Principles (A/I)
- Ability to make informed, child-centred decisions (I)
- Ability to communicate effectively and present coherent and relevant information to meetings/panels (A/I)
- Ability to undertake direct work with children and young people and/or their carers (A)
- Ability to effectively undertake partnership working with children, young people and families. (A/I)
- Ability to meet the demands of the service and produce work to a good standard within set timescales. (A/I)
- Ability to foster good working relationships with colleagues from within the Council and partner agencies and to collaborate in order for the needs of children and young people to be met and positive outcomes achieved (A/I)

Desirable

- Ability to research and incorporate new guidance and procedure into work quickly and effectively and use to inform professional decision-making
- Ability to demonstrate a skill level in applying needs-led assessment and planning
- Ability to demonstrate in-depth knowledge of theory and practice in assessment and care planning
- Ability to develop practical and procedural knowledge across a defined specialist area

- Ability to produce good quality child-centred and outcome focused reports and plans
- Ability to demonstrate good organisational skills and to prioritise and manage fluctuating caseloads
- Ability to recognise and promote safety, health, wellbeing and emotional resilience for both self and colleagues
- Ability to work effectively as part of a team
- Ability to take advantage of and use information technology, including agile working, to be efficient in practice and time management
- Ability to work within professional and ethical standards including the SWE Code/Standards of Conduct for Social Workers

Commitment

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council
- Ability to demonstrate a commitment to own professional development and that of other colleagues.
- Ability to understand and demonstrate a commitment to equality and diversity.

Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS) check at the appropriate level