

Job Description

DIRECTORATE:	Social Services & Wellbeing
DEPARTMENT:	Children and Family Services/ Provider Services
POST:	Placement Support Worker
GRADE OF POST:	GR08
RESPONSIBLE TO:	Placement Support Manager

JOB PURPOSE:

Undertake intensive direct work with Care experienced children and young people, their carers and families to ensure that their placements and permanence plans are successful.

Provide a high-quality service to children, young people and their carers based on an assessment of need and identified outcomes, including out of hours support. Support decision making in relation to the placement planning for care experienced children. This will include supporting the social workers with undertaking assessments, running family network meetings, meetings with the team around the child, and directly working with children and families to achieve positive outcomes. The team will be part of services that are provided by the fostering service.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Deliver interventions and work collaboratively with children, young people or carers on a 1:1 basis or in a group setting, with appropriate direction.
- Participate in on-call arrangements to ensure out of hours support to carers allocated to the service.
- Support children and young people subject to reduced education timetables.
- Involve children and young people in their care and enabling them to be active participants in service development.
- Develop and maintain effective working relationships and excellent communication with colleagues and with children, young people and families and carers where necessary encouraging and promoting their involvement to achieve positive outcomes.
- Achieve the highest standards of safeguarding, whether through direct care provision or support activities to the children and young people or being alert to child protection and safeguarding issues and informing appropriate line managers of any concerns in line with safeguarding policies and procedures.
- Support foster carers and family members by ensuring that appropriate advice and guidance, strategies and training is provided to enable them to support children/young people who they are looking after. This will include:

- Support during a crisis or significant event impacting on placement stability.
 - Placement management and behavioural support including evidence-based interventions to support stability i.e., PACE Parenting.
 - Facilitating support groups for foster carers and family networks.
- Provide foster carers with a central point of contact and continuity of support alongside the SSW
 - Contribute to the identification of training and development needs of foster carers and signposting to or providing any training identified and undertaking consultation.
 - Monitor the success of the intervention, report back and communicate effectively with the team manager and associated workers to update on progress or when significant issues have been identified.
 - Work with the legislative, regulatory and policy framework of the Children's Safeguarding and Fostering Service.
 - Liaise with families, other agencies and professionals as appropriate to ensure the needs of children/young people and their carers are met.
 - Identify unmet need and drawing it to the attention of Managers in the Service and assisting in the collection of data as required.
 - Implement placement support and transition plans, this will include work outside office hours as part of a rota and includes weekend working.
 - Undertake work to support the Care Experienced Team, Safeguarding hubs, 15+ and the Children with Disabilities and Transition team in respect of care planning and positive outcomes for children and young people.
 - Provide accurate information on available options in response to queries and arranging for more specialist information to be made available when appropriate.
 - Deliver interventions with the support and direction from Placement Support Manager and key professionals for the service as required.
 - Preparing for and participate in supervision and personal development reviews with the Placement Support Manager, and identify personal development and training needs to maintain registration.
 - Maintaining up to date recording on the electronic files, and relevant documents as required by the directorate and health board to deliver good standards for practice.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.



Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

Criminal Records Check

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Placement Support Worker

The following attributes represent the range of skills, abilities, and experiences etc. relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/Testing
Qualifications, Education & Training	<ul style="list-style-type: none"> City and Guilds Level 2 Health and Social Care plus: Core & City and Guilds Level 3 Health and Social Care: Practice (Children's) or predecessor qualification OR Evidence of study to A Level / Level 4 Diploma standard. Be prepared to undertake a relevant Health and Social Care Qualification at Level 4. Evidence of continuing professional development. 	<p>Yes</p> <p>Yes</p> <p>Yes</p>	Production of original Qualification Certificates and application form.
Knowledge & Experience	<ul style="list-style-type: none"> Experience of undertaking direct work with children and their families within a social work field. Knowledge of current Social Services legislation Children Act 1989 & 2004, Social Services and Well Being Act (Wales) 2014 and Local Authority Fostering Service Wales regulations 2018 and Code of Practice. Experience of working with Information Technology. Knowledge of statutory Children's Services. Experience of working within a multi-disciplinary setting. Knowledge or experience of chairing family group conference or complex meetings. Experience of delivering tailored support packages for families. 	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	Interview, application form and selection process.
Skills & Personal Qualities	<ul style="list-style-type: none"> Ability to make decisions appropriately and competently with the support of the Team Manager/Senior Social Work Practitioner. 	Yes	Interview, application form, and selection process.

Attributes	Requirements	Essential	Method of Evaluation/Testing
Skills & Personal Qualities Continued	<ul style="list-style-type: none"> Ability to demonstrate an understanding and sensitivity to the needs of a range of service users. 	Yes	Interview, application form, and selection process.
	<ul style="list-style-type: none"> Ability to communicate clearly and effectively, with the ability to present information in written and verbal form, and through the use of IT. 	Yes	
	<ul style="list-style-type: none"> Ability to provide advice to the public and other professionals on issues related to service provision. 	Yes	
	<ul style="list-style-type: none"> Ability to gather information from various sources to support the Social Worker in completing assessments. 	Yes	
	<ul style="list-style-type: none"> Ability to work effectively in a multi-disciplinary setting as a team member. 	Yes	
	<ul style="list-style-type: none"> Ability to prioritise own work and take responsibility for workload management and performance. 	Yes	
	<ul style="list-style-type: none"> Effective interpersonal and people skills and the ability to manage and resolve conflict in a positive way. 	Yes	
	<ul style="list-style-type: none"> A demonstrable commitment to equalities and anti-discriminatory practice and ability to integrate equality policies into practice and support planning. 	Yes	
	<ul style="list-style-type: none"> Driving license with access to vehicle. 	Yes	
	<ul style="list-style-type: none"> The ability to communicate through the medium of Welsh. 	Yes	