



Job Description

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| Job Title: | Social Worker or Senior Practitioner |
| Service: | Coram Ambitious for Adoption Regional Adoption Agency – Harrow location with flexibility for home working |
| Reporting to: | Service Manager |
| Salary Range: | £36,000- £39,000 (Social Worker); £38,000-£42,000 (Senior Practitioner) (dependent on experience) |
| Work Pattern: | Full Time (35 hours per week, Monday – Friday) |
| Contract Type: | Permanent |

Coram Ambitious for Adoption Regional Adoption Agency [RAA] is a commissioned Voluntary Adoption Agency delivering statutory adoption support services and family finding located in the Harrow Council building, but as part of the wider RAA partnership located across London and surrounding areas. The hub services for the RAA include the recruitment, assessment and support of adopters which is located at the Coram Campus in London. We are currently recruiting for either a Social Worker or Senior Practitioner to lead and develop the post adoption support service for the London Borough of Harrow.

The post holder will be employed by Coram, a service with a long track record of serving children well and outstanding ratings from Ofsted. The task for the Regional Adoption Agency is to ensure that all children who have a plan for adoption are given every chance to have that ambition realised and when placed in a permanent family receive relevant support as their needs change and develop.

The post holder will ensure that the services of advice, guidance and sign posting to other relevant services, counselling, support with contact (direct or letterbox), access to adopter peer support, parenting support programmes and targeted therapeutic support through the Adoption Support Fund are delivered. The post holder will have access to services within Harrow to undertake this task and be part of a bigger network of support from colleagues from across the RAA. All Coram staff are actively engaged in activities with colleagues to improve the quality of services and to develop themselves as adoption practitioner.

We are seeking a dynamic adoption support Social Worker or Senior Practitioner wishing to play an active role in the delivery and development of a high quality adoption service but as part of the Coram Ambitious for Adoption Regional Adoption Agency.

We are committed to making adoption happen for children where this is the plan and are very proud to be working with our adopters and our adopted young people in shaping the future of the service. We will be maintaining the very best of local authority adoption practice and the outstanding adoption support services at Coram to deliver an innovative adoption service that will transform



children's lives. The Adoption support service is a key platform of delivery for Coram Ambitious for Adoption regional agency that will be growing and transforming as the regional agency progresses in the next year, and new staff will play a significant role in these developments.

To arrange an informal discussion, please contact Hellan Timothy-James, Service Manager (Coram Ambitious for Adoption RAA – Harrow and Hillingdon): hellan.timothy-james@harrow.gov.uk.

Purpose of the Role:

- To provide a comprehensive local adoption service to adopters, children and young people, adopted adults and birth relatives.
- To provide an effective range of adoption support services including advice, guidance and information regarding relevant services including: counselling, birth records counselling, support with contact arrangements (direct and letterbox), access to adopter peer support and targeted support and access to therapeutic support through the adoption support fund.
- To provide a flexible service to adoptive families who require an assessment for adoption support services. To ensure effective consultation with children and families to secure the best possible and timely response to assessed need.
- To complete high quality adoption support assessments, support plans and ensure implementation and review of outcomes for children and families, optimising opportunities for early intervention.
- To provide relevant support services linking with health, education and child in need teams within the local authority to meet the welfare and safety needs of children and young people.
- To undertake an advisory and consultative approach regarding adoption disruption within the locality and within the wider regional agency services.

Main Duties and Responsibilities:

- To undertake the role of adoption support services advisor for the relevant location.
- To undertake a comprehensive and holistic assessment of adoptive families, children and young people to include relevant agencies including children's services, schools and health professionals, to inform adoption support needs and to identify the most applicable services to meet needs.
- To undertake a range of adoption social work tasks within the locality requiring clear and timely interventions, regular review and the delivery of a high quality outcomes.
- To provide written and verbal reports which are concise, informative and based on analysis and research including relevant life story, child history and updated assessments operating to a high professional standard.
- To operate within a multi-professional environment including health and education services, including consultation with clinical therapists and taking advice where applicable to meet the child's assessment of need.



- To make full use of the Adoption Support Fund to ensure that timely specialist support is delivered.
- To make appropriate use of all referral pathways for services to meet need, including the use of a variety of adoption support providers including the creative therapy service at Coram Campus
- To provide advice and support to others including the child's social worker to enable sufficiency in the planning for adoption support and its accurate recording to ensure stability of an adoption placement.
- To participate in the management of permanence planning within the local system of delivery that supports best outcomes for children, achieving high standards of professional practice.
- Ensure high quality recording is completed in a timely manner, is accurate and up to date providing concise and accurate information using the relevant case management recording systems.
- Ensure all matters in respect of child safeguarding are responded to promptly, effectively and escalated in line with the child with the relevant Local Authority and Coram safeguarding procedures.
- To maintain an up to date working knowledge of legislation, statutory and policy frameworks and regulatory practice codes in order to ensure that statutory responsibilities are undertaken for children.
- To keep up to date with national research including learning from regional agency performance nationwide, service feedback and coproduction and ensure practice is legal and safe at all times including data handling, confidentiality and regulatory requirements.
- To operate competently in developing and sustaining internal and external working relationships with other professionals, local authorities and Coram Ambitious for Adoption RAA.
- To be involved and contribute to the monitoring of practice standards, meeting the key performance indicators for the regional agency and engaging in quality case audits and the statutory inspection process on outcomes of the service.
- To work with the wider RAA to develop support and training for adopters within the locality and across the RAA in relation to adoption support.
- To recognise and challenge all forms of discrimination and prejudice in the workplace.
- To treat everyone with respect, dignity and fairness and to acknowledge and celebrate diversity.
- To maintain an awareness of your own and others' health and safety and comply with Coram Group Health and Safety policy and procedures.
- To maintain confidentiality of information; it will be necessary to comply with all requirements related to the Data Protection Act/General Data Protection Regulations (GDPR).