



Job Description

Job Title:	Social Worker or Senior Practitioner Adoption - Family Finding
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 family finding 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.

We are seeking a dynamic family finding 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 RAA. The post holder will be responsible for providing a statutory post adoption service to local residents. This includes working collaboratively with other post adoption workers across the RAA and providing targeted therapeutic support through the ASF. 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 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 family finding services at Coram to deliver an innovative adoption service that will transform children's lives. The family finding 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
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Sue Lowndes – Managing Director
Coram Ambitious for Adoption RAA
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Purpose of the Role:

- To provide a child-centred, comprehensive adoption service to prospective adopters, adopters and children and young people.
- To provide a localised high quality and effective family finding service to children with a care plan for adoption.
- To provide a child-centred and sensitive approach to the needs and rights of children with a permanency plan for adoption.
- To support the day to day management of the family finding process in partnership with relevant children's social work teams
- To facilitate best practice in complex permanence planning including early permanence,
- The chairing of permanence planning meetings and working closely with social workers, clinicians and the wider regional adoption services
- To proactively identify and plan for suitable matches in child placement utilising all available networks and channels
- To interface closely with and engage with tracking and performance systems to enable timely placement for all children in need of adoptive placements.
- To compile accurate and attractive child profiles and integral support plans
- To support staff in developing specialist area of expertise within and across teams and the wider regional agency services

Main Duties and Responsibilities:

- To undertake comprehensive assessments of child's permanence needs, including risks, complexities to inform family finding professional activities alongside the child's social worker.
- Undertake interviews, observation and gather information from children, foster carers, adoptive families, birth parents [as appropriate] and other relevant agencies including health professionals. Provide comprehensive analysis of need, evaluating and summarising information to provide a holistic assessment and understanding of the child.
- To provide written and verbal reports which are concise, informative and based on analysis and research including relevant court reports and statements provided in a timely manner and of a high professional standard.
- Advice and support to the child's social worker on writing the child's permanence report and matching paperwork.

- To chair child permanency planning meetings, matching / introductions meetings and child appreciation days, as appropriate, and contribute to a review of permanency plans.
- To hold a family finding caseload and develop appropriate family finding or other relevant packages, consulting with others to meet the needs of the child and to optimise child development and placement stability.
- To work across children's teams to identify children who could be suitable for an early permanence placement or foster to adopt arrangement and attend relevant legal planning meetings.
- Create profiles of children for advertising on relevant platforms.
- To ensure timely referrals are made to the Hub Recruitment and Assessment Team for a possible match.
- Liaise with the relevant parties, read and share PARs and alongside LAC SW select families to visit
- Operate within a multi-professional environment including health and education services and clinical therapists consulting and taking advice where applicable to meet the needs of the child.
- Support service developments and the management of permanence planning within the local system of delivery and with participant authorities to derive the best outcomes for children achieving high standards of professional practice and undertaking projects of work and contributing within the environment of the practice pathway
- Keep up to date on evidence for what works, non-sequential matching approaches and best practices in optimising successful matching of all including harder to place children using a range of approaches.
- 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.
- Ensure high quality recording is completed in a timely manner, is accurate and up to date and providing concise and accurate information using the relevant case management recording systems in place for the regional agency.
- 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 and confidently in initiating, developing and sustaining internal and external working relationships with other professionals, foster carers and potential adopters and partner local authorities and the VAA remit for the delivery of suitable adopters
- To be involved and contribute to the monitoring of practice standards, meeting the key performance indicators for the regional agency and engaging in internal quality case audits and the statutory inspection process on outcomes of the service.
- To contribute to the overall effective operational delivery of an adoption service in Harrow, including adoption support where required.
- 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).