

Job Description

For Social Care Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

Role Details

Job Title:	Adoption Family Support Worker	JEID	SW01B
Salary Grade:	Grade H		
Team:	Hosted by Adoption Central England (ACE) on behalf of the pan region		
Service Area:	Children and Families		
Primary Location:	Across the pan region: Coventry, Herefordshire, Solihull, Worcestershire, Warwickshire, Birmingham, Staffordshire, Shropshire		
Political Restriction	This position is not politically restricted.		
Responsible to:	Family Hub Pilot Project Lead		
Responsible for:	N/A		

Role Purpose

To ensure that adoptive families, children and young people receive appropriate post-adoption support to ensure they achieve the best possible outcomes in their personal and family lives.

To ensure that applications to the adoption support fund are processed as required and interventions are robustly monitored and reviewed.

To promote a range of therapeutic parenting strategies with adoptive parents

To support adopted young adults (18-25 years) to have access to support and positive and appropriate contact with their adoptive and birth family where applicable.

To expand further a successful pan-regional pilot by providing consistent, trauma-informed support to adoptive families allocated to a Family Hub, enhancing their resilience and family functioning through direct work with both children and parents, facilitation of peer support groups, and access to tailored interventions.

To work within the Dyadic Developmental Practice (DDP) framework to strengthen relationships, support emotional regulation, and reduce family stress.

To support the co-ordination and delivery of the Family Hub model, including monitoring outcomes, contributing to evaluation, and promoting sustainable support networks among families.

Role Responsibilities

- Facilitating monthly face-to-face group sessions (separately for parents and children)
 - Offering flexible support in line with family need and agreed hours
 - Developing a connected hub community with a consistent and compassionate presence
- To deliver 1:1 and group based support to adoptive parents and their children, including planning and facilitating family group sessions.
- To support parents in building their understanding of trauma, attachment, and regulation strategies through psychoeducation and reflective work.
- To plan and deliver regular peer support opportunities within the Hub, tailored to the needs of the families, and grounded in DDP principles.
- To create a safe and validating environment in which both parents and children feel heard and understood.
- To attend and contribute to case formulation, reviews and reflective supervision with the Family Hub Lead. To participate in planning, delivery and review of support packages, both individually and in group settings.
- To liaise with schools, therapeutic services and other professionals to coordinate holistic support for families. To maintain effective working relationships with internal colleagues and external partners to support coordinated service delivery.
- To maintain accurate, timely records and outcomes data to inform evaluation and evidence impact.
- To ensure safeguarding principles and policies are adhered to, with appropriate escalation when required.
- To ensure safe lone working practices and adhere to all relevant data protection, safeguarding and confidentiality protocols.
- To work flexibly, including occasional evenings or weekends for group sessions.
- Contributes to a culture of collaboration, innovation and reflective practice.

Section B: Generic Role Profile

The generic role profile provides a list of the main tasks that cover the broad range of duties and responsibilities performed at this level for the job role. An employee may not be undertaking all of these at any one time, but they could be expected to do so under their contract of employment.

Generic Role Details

Job Role:	Social Care Worker – Level 1b
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Main Tasks

- Contributes to the social care service received by individuals, families and groups by undertaking straightforward case work including assessment and support planning and/or designated tasks on more complex cases, in an anti-discriminatory manner.
- Provides a flexible range of support to individuals and their families to help to prevent crises and family breakdown and promote independence/rehabilitation.
- Practices accountably, within the prevailing legislative framework and Council policies and procedures, under the supervision of the line manager.
- May undertake some professional worker tasks, with appropriate supervision and support, in

preparation for future professional training if appropriate.

- Assesses referrals and designs plans for action, liaising with colleagues and other agencies as appropriate for straightforward cases or contributes to these activities in more complex cases.
- Assists accountable case holders in ongoing adult protection/child protection cases, with close supervision, attending planning meetings, case conferences and reviews as required.
- Arranges the delivery and monitors the effectiveness of packages of support to meet people's identified needs where appropriate or assists a professionally qualified worker to do this where this is more suitable.
- Works collaboratively with individuals, families, carers, communities, colleagues and other agencies.
- Ensures that all recording of social care activity is carried out in accordance with policy and procedures.
- Attends appropriate continuous professional development activities as are required and suitable, in agreement with the line manager.
- Can be available to work within any of the Council's localities.

Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

Essential Criteria

Assessed By:

Good literacy and numeracy skills	A, I, T
To be able to independently interpret and analyse information and facts to solve varied problems	A, I, T
The ability to demonstrate caring skills to meet the welfare needs of our clients, some of whom will have particularly demanding needs and to be able to advise and guide our clients to enable them to solve particular problems	A, I, T
To be able to undertake routine assessment of needs, support planning, monitoring and review for and in partnership with clients and carers	A, I, T
To be able to use own initiative to respond independently to problems and unexpected situations as established in supervision	A, I, T
The ability to work under a high degree of pressure including meeting unpredictable deadlines and dealing with conflicting demands	A, I
The ability and experience to cope with significant emotional demands, caused by contact with clients who are seriously disadvantaged in some way	A, I
Ability to work well with colleagues, including managers, as a member of a team	A, I
Mobility essential. Able-bodied applicants must be able to drive, have a driving licence and be a car owner. Disabled applicants should be able to perform the job with aid, where necessary.	A, I, D
To be able to operate a keyboard, our client database systems and employ basic computer knowledge and skills	A, I
Ability to communicate fluently, in writing and verbally, with a wide range of people	A, I

Satisfactory check through the Disclosure and Barring Service	D
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Desirable Criteria

Assessed By:

To have an understanding of a range of therapeutic parenting strategies and/or Theraplay/DDP approaches	D, A, I
To have experience of leading training sessions for adults and young people.	A, I
A background in adoption support, therapeutic work or family support	A, I
Strong understanding of trauma, attachment, and child development	A, I
Ability to work relationally with both parents and children	A, I
Skills in group facilitation, 1:1 support, and trauma-informed practice Experience of multi-agency working and safeguarding	A, I

Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

<input type="checkbox"/> Provision of personal care on a regular basis	<input type="checkbox"/> Driving HGV or LGV for work
<input type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<input type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes)
<input type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	<input type="checkbox"/> Restricted postural change – prolonged sitting
<input type="checkbox"/> Lone working on a regular basis	<input type="checkbox"/> Restricted postural change – prolonged standing
<input type="checkbox"/> Night work	<input type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties

<input type="checkbox"/> Working on/ or near a road	<input type="checkbox"/> Regular work outdoors
<input type="checkbox"/> Significant use of computers (display screen equipment)	<input checked="" type="checkbox"/> Work with vulnerable children or vulnerable adults
<input type="checkbox"/> Undertaking repetitive tasks	<input checked="" type="checkbox"/> Working with challenging behaviours
<input type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants/ allergens
<input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/> Work requiring respirators or masks	<input type="checkbox"/> Work with vibrating tools/ machinery
<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input type="checkbox"/> Potential exposure to blood or bodily fluids	<input checked="" type="checkbox"/> Face-to-face contact with members of the public
<input type="checkbox"/> Other (please specify):	