

Job Description

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| Job title | Self Employed Independent Support Worker |
| Accountable to | Independent Support Services Manager |
| Objectives | Objective 1  To provide professional, expert and independent advice, guidance, support and mediation to foster carers who are subject to an allegation, complaint or cause for concern investigation.  Objective 2  To provide independent support to other fostering procedures as negotiated. For example, foster carers annual reviews or an independent investigation of a complaint by a foster carer. |
| Hours per week | As agreed with the Independent Support Services Manager |
| Location | Home based |
| Status | Self Employed |
| Disclosure required?  (The post involves contact with children and/or access to confidential information about children and families) | Yes |

## Responsibilities and accountabilities

1. To provide professional and expert Independent Support that will empower foster carers to decide how matters can best be resolved. This will include providing information, signposting, advice, and exploring outcomes of any course of action to be taken.

2. With the foster carer’s agreement raise issues with the referring agency to attempt to resolve difficulties at an early stage.

3. To support and enable the foster carer in expressing their view whether that is verbally at a meeting or through writing.

4. To respect the rules of confidentiality, adhere to the safeguarding children and vulnerable adults policies of The Fostering Network and ensure the promotion of equal opportunities and anti-discriminatory practice.

5. Accept work from the Independent Support Services Manager as required within a reasonable geographical range of the Independent Support Worker’s home. To liaise closely with the Independent Support Services Manager and administrator of the service.

6. To make available time for consultation with the Independent Support Services Manager and to attend two practice days a year.

7. To keep records of work including case recording and expenses incurred using The Independent Support Service standard documentation

## Management

N/A

## Budget

N/A

## General statement

It is the nature of The Fostering Network that tasks and responsibilities are in many circumstances unpredictable and varied. There is therefore an expectation to work in a flexible way when the occasion arises and undertake tasks that are not specifically covered in their job description.

Person Specification

## Our Values

As an organisation, we believe that we make a difference to foster care and our people values are expressed in the work that we do:

We are TRUSTED

We are TOGETHER

We are VITAL

## Knowledge and Experience

## Essential

Qualification in Social Work (DipSw, CQSW or similar) or equivalent qualification or level of experience.

Must demonstrate a knowledge of the organisation and policies of councils with social services responsibilities, especially children’s services.

Must demonstrate specific knowledge of foster care practice including the regulatory framework.

An understanding of safeguarding children and vulnerable adults procedures.

## Skills and abilities

## Essential criteria

Basic counselling skills which encompass both face-to-face and discussion by telephone.

Ability to relate to people from a wide range of backgrounds.

Ability to promote good practice in foster care for the benefit of looked after children

Good IT skills.

Ability to present information clearly, both verbally and in writing.

Ability to put forward the views of others, as appropriate.

Ability to enable and support carers to process and present their own case to the relevant agency.

Good powers of argument, persuasion and negotiation.

Ability to demonstrate commitment to Fostering Network’s equal opportunities policy and practice.

Able to drive, have a clean driving licence and access to a car OR able to travel widely using public transport.

## Qualifications

**Essential**

Social work qualification or equivalent

**Desirable**

Counselling qualification

Mediation qualification

Additional Information

**Pay and conditions of service**

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| Band | N/A |
| Salary | £33 per hour professional time, £16.50 an hour travel time + 45p per mile. |
| Annual Leave | N/A |
| Probationary period | N/A |
| Notice period | N/A |
| Hours of work | N/A |
| Pension | N/A |
| Season Ticket Loan | N/A |
| Trade Union | The Fostering Network recognises the trade union Unite |