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| **Job Description**  |

**Job Title:** Supervising Social Worker **Reporting To:** Registered Manager or Regional Manager

**Location:** Rugby office, with regional travel **Salary Range:**  £DOE

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**Role Purpose**

The Supervising Social Worker builds positive relationships between By the Bridge, the foster parent and the child’s social worker. It is a key role that helps the foster parent to sustain the child in placement and ensure outcomes for children are being met within the foster family.

You will work closely with key internal and external stakeholders, to enable foster parents to be informed, accept, understand and operate within the regulations and national minimum standards and in accordance with BtB policies and guidance.

Crucial to successful outcomes for children are positive working relationships between all the professionals around the child. The Supervision Social Worker’s role is a combination of monitoring and safeguarding on behalf of the children as well as supervising and supporting foster parents in their role.

**About By the Bridge**

By the Bridge with Cambian is an innovative, dynamic, independent fostering organisation providing high-quality foster care and services to children and their foster families.

We aim to create an environment where all people feel valued and can grow, develop and achieve their goals.  We work to ensure that By the Bridge with Cambian is an organisation, which thrives on the diversity of its staff, families and children, to ensure that we assist and care for those most vulnerable, and advocate with them, and on their behalf.

**Role Responsibilities**

* To be responsible for supervising and supporting foster parents and promoting the rights and safety of children placed with foster parents and managing cases.
* To ensure children’s wishes are sought regularly and acted upon by themselves and the foster parent.
* To ensure that By the Bridge with Cambian is meeting the expected indicators set out in the Fostering Regulations and National Minimum Standards with regards to the child’s health, well-being, promoting social and emotional development, as well as providing support to manage their responses.
* Work as part of a multi-disciplinary professional team around the child, this will include attending meetings, completing reports and preparing assessments.
* Partnering with key stakeholders to ensure foster parents work within the delegated authority and medical consent given.
* Provide effective support, information and advice to enable foster parents to provide consistent, high-quality care to children.
* To ensure matches of children’s place are made on defendable decisions.
* Supporting foster parents with children’s achievements in education, learning and development whilst promoting equality and diversity.
* To undertake and produce high-quality assessments and reports.
* To work in line with our policies and procedures, adhering to reporting and recording requirements.
* Maintain professional registration with the regulatory social work body and ensure that you take personal responsibility for your own professional development.
* Prepare for and engage in regular supervision with the line manager.

**Role Objective**

* Ensure all children have a completed safety plan. All safety plans are to be effective, proportionate and relevant to foster parents’ practice.
* To undertake unannounced home visits to foster parents, as per BtB policies and procedures.
* To carry out a minimum of once monthly home visit and weekly telephone calls or more frequently as required.
* Enable foster parents to support children’s family time and appropriate relationships, in line with the child plan.
* Each foster parent to have a suitable Personal Professional Development Plan and to have completed their TSD within appropriate timescale.
* Ensure all safety, medical and home checks are suitably assessed and resolved as necessary.
* Facilitate supervision meetings/support groups with foster families as per BtB policies and procedure.
* To conduct as required, initial visits to and assessments of prospective foster parents.
* Facilitate training, including Skills to Foster training (as required).

**General Responsibilities**

* To work in accordance with By the Bridge with Cambian policies and procedures.
* To contribute to the culture of By the Bridge with Cambian.
* To uphold and embody our values at all times, ensuring the protection of children is paramount.
* To adhere to responsibilities under data protection, health and safety legislation and policies.
* To demonstrate a positive commitment to equalities and diversity.
* To undertake such other duties as may be reasonably expected or commensurate with your role.
* This job description is subject to change as the role evolves.

**Person Specification**

* Qualified and registered Social Worker
* Knowledge and awareness of Ofsted regulations and safeguarding
* Experience of working in fostering or therapeutic childcare environment
* Excellent communication skills (verbal and written)
* Emotionally intelligent and good intuition
* Self-motivated and works with a professional and positive demeanour
* Ability to organise and prioritise work, efficiently and effectively
* IT literate (specifically Word, Excel, Outlook)
* Database systems experience – advantageous

**Safeguarding Children**

Safeguarding Children is central to all that By the Bridge with Cambian does. The Supervising Social Worker role means that the Supervising Social Worker are in a prime position to notice any actual or potential safeguarding concerns and must follow the By the Bridge with Cambian’s reporting procedure if they have any cause to be worried about a child’s well-being. The Supervising Social Worker will be required to undertake mandatory online and taught safeguarding training within their induction period.

By the Bridge Ltd may vary your job description from time to time to reflect any development of your role necessary in consequence of regulatory change or operational needs.