



## Job Profile comprising Job Description and Person Specification Job

### Description

<p><b>Job Title:</b> Permanence Champion (LB Wandsworth)</p>	<p><b>Grade:</b> P06</p>
<p><b>Section:</b> Children Looked After (CLA)</p>	<p><b>Directorate:</b> Children’s Specialist Services</p>
<p><b>Responsible to following manager:</b> Service Manager, CLA</p>	<p><b>Responsible for following staff:</b> Up to 4 staff</p>
<p><b>Post Number/s:</b> SR 701</p>	<p><b>Last review date:</b></p>

**Working for the Richmond/Wandsworth Shared Staffing Arrangement**

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

### Job Purpose

This new role has been established in light of the Council's Adoption Service being part of the Regional Adoption Agency, ie Adopt London South and a real determination to strengthen all forms of permanency planning with the



champion being able to evidence technical, operational and innovative skills, knowledge and experience.

The post holder will play a central role in promoting and ensuring children within Children's Social Care achieve timely and appropriate permanency. This will include working with Referral and Assessment, Children in Need, Looked After Teams and Fostering and Adoption Services (latter delivered by Adopt London South) and post permanency services.

The post holder will ensure the Council's functions are discharged, having regard to the need to safeguard and promote the welfare of children and young people. Occasional evening and weekend work may be involved. The post holder will be required to undertake other duties as required by the Service Manager and Head of Service commensurate with the grade, role and function of the post.

The responsibilities will include:

- "Championing" all forms of permanency including providing advice and consultation to social workers, and managers at all levels
- Manage the permanent fostering family finder, act as a panel advisor to the Fostering and Permanence Panel and manage the panel administrator through a dotted line responsibility
- Deliver learning and development programmes including coaching staff and managers, for example in writing high quality child's permanence and matching reports
- Overseeing the delivery of high quality permanency planning meetings, timely permanence plans and placements,
- Strengthen early permanence planning (foster to adopt, concurrency planning)
- Support staff and managers and the agency decision maker with regard to making timely adoption and permanent fostering planning and matching decisions, and approval of foster carers including connected foster carers,
- To take responsibility for liaising with Adopt London South, Regional Adoption Agency and manage the adoption family finders through a dotted line responsibility



- To develop and implement innovation – for example in finding permanent fostering families (fostering activity days)
- Use research, best practice and innovation to continuously deliver high quality permanence plans, placements including post placement and post order support
- Develop constructive and collaborative relationships with the independent sector and partner agencies including adult mental health, and drug and alcohol services
- Support the tracking of looked after children including the delivery of actions agreed and recording of accurate management information
- Consult with looked after children and young people to enable their voice to be heard with regard to delivery of permanency
- Consult with foster carers, adoptive parents and special guardians to inform service development including support packages
- Work in partnership with the Independent Reviewing Service to enable them to fulfil their quality assurance role including escalating the concerns in a timely way to the appropriate level of management

### **Specific Duties and Responsibilities**

- To provide advice, consultation and leadership with regard to all forms of permanency including keeping a focus on adoption, fostering and other permanency outcomes in line with the regulatory requirements legal frameworks, national adoption and fostering standards and Wandsworth's practice standards
- To directly line manage the permanent fostering family finder and through dotted line management responsibility manage the adoption family finders and panel administrator for Fostering and Permanence Panel
- To act as a panel advisor for Fostering and Permanence Panel including quality assure work presented to the panel
- To be knowledgeable about the delivery of outstanding services in line with best practice, Ofsted methodology and most importantly achieve timely and good outcomes for looked after children and young people



- To support the preparation and management of inspections
- Develop solutions to operational and strategic policy and practice issues arising from tracking of looked after children and young people and other forums
- Provide exemplars of good reports including child permanence reports and support the writing of such through a coaching approach
- Support the fostering service to develop and implement innovative and timely approaches to finding permanent fostering families, including child centred matching paperwork with meaningful support plans
- Support the Special Guardianship Service to develop innovative individual and group therapeutic and practical supportive packages including robust assessments and support plans
- Work with internal and external partners to bring a multi discipline approach to delivering permanency plans and placements including post order support
- Support the review of permanency policy, including ensuring that looked after children and young people's voice and foster carers, special guardians and adoptive parents informs the delivery
- Develop and support the implementation of robust quality assurance and performance management frameworks in line with the national requirements and internal standards
- Support the delivery of national performance returns, for example 903 and ALB returns
- Excellent oral and written communication skills including providing briefings, and contributing to key reports



## **Generic Duties and Responsibilities**

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Adopt London South
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- To adhere to security controls and requirements as mandated by the SSA's policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.



**Person Specification**

<b>Job Title:</b> <b>Permanency Champion</b>	<b>Grade:</b>  <b>Directorate:</b> <b>Children’s Specialist Services</b> <b>Responsible for:</b> <b>Up to 4 staff</b> <b>Last Review Date:</b>
<b>Section:</b> <b>Children Looked After (CLA)</b>	
<b>Responsible to:</b> <b>Service Manager, CLA</b>	
<b>Post Number/s:</b>  SR701	

<b>Person Specification Requirements</b>	<b>Assessed by</b>  <b>A &amp; I/ T/ C</b> <b>(see below for explanation)</b>
--	--

<b>Knowledge</b>	
Legal Frameworks, Statutory Guidance, and National Fostering and Adoption Minimum Standards	ATI
Best practice with regard to permanency planning, matching and placement of children within a timely permanency framework	ATI
Understanding of the role of Regional Adoption Agencies and Adopt London South and the partnership working to achieve timely adoption outcomes	ATI
Understanding of the role of Fostering and Permanency Panel and the role of a Panel Advisor	ATI
Innovative approaches to the development of permanency planning and family finding including development of permanency support packages	ATI

<b>Experience</b>	
Local authority children's social care team management experience including a proven record of supporting the development of permanency options and placements	ATI
Able to lead and develop projects, thereby demonstrating project management skills	ATI
Experience of collaborative working in an interagency setting, with a range of professionals and agencies to achieve best outcomes for children.	ATI
Understanding and research and best practice including the Ofsted inspection framework to achieve outstanding outcomes for looked after children	ATI
Experience of managing budgets within the budget allocation	ATI
Experience of writing and presenting high quality reports to a diverse audience including elected members	ATI
Proven record of working with key stakeholders, foster carers, special guardians, adopters and looked after children and young people	ATI
Sound experience of tracking and management information systems to provide timely and accurate child level data and an outcomes based service	ATI

<b>Skills</b>	
Able to provide strong and knowledgeable operational leadership and clear vision; to inspire and motivate staff	ATI
Able to establish effective partnerships internally, externally, with adopters, foster carers and special guardians and looked after children and young people to inform continuous learning and service development	ATI
Able to manage change including evidence of conflict management and negotiation skills	ATI
Able to think and plan both operationally and strategically and analyse complex information	ATI
Able to evidence a "can do attitude" with a problem solving approach with all the key stakeholders	ATI
Able to evidence how this new role would be implemented within the Council and partner organisations	ATI



Celebrate successes as well as learn from case reviews and other mechanisms including managing the reputation of the Council	ATI
--	-----

Qualifications	
Educated to DIPSW or degree level in Social Work Practice - Essential	C
Current HCPC Registration – Essential	C
Management Qualification or willing to undertake a qualification - Optional	C
Relevant operational practice experience within the brief of the role	A1

**A – Application form / CV I – Interview T – Test C - Certificate**

**Our Values and Behaviours**

The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular:

**Being open.** This means we share our views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other.

**Being supportive.** This means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.

**Being positive.** Being positive and helpful means we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a ‘can do’ attitude and are continuously looking for ways to help each other improve.