



JOB DESCRIPTION

Job title:	Adoption Support Social Worker
Service:	PAC-UK Adult Service
Salary:	Grade 3 (upper) Point 24-28
Hours:	14.8 hours per week
Location:	Hybrid working with travel across Newcastle, Northumberland, North Tyneside, South Tyneside
Responsible to:	Deputy Regional Manager

Summary of job:

To deliver a range of services to adults affected by adoption. Adopted adults can access their records for those living within Adopt North East Local Authorities or for Adopted Adults living out of Borough who's adoption was dealt with by Newcastle, Northumberland, North Tyneside or South Tyneside. Birth families are also supported at the time of losing children to adoption, helped to stay in touch through letterbox and by providing independent emotional support to families around their loss. Birth families will also be supported by accessing support groups both in person and online to birth families and relatives across the 5 Local Authorities.

Key tasks and responsibilities:

1. To provide advice, guidance and support to adult adoptees, i.e.:
 - Advice and support to deal with issues arising from their adoption
 - Advice and information about Schedule 2 process and accessing adoption records
 - Advice and information regarding Intermediary Services and contact registers
 - Signposting to relevant training workshops or groups or other services
2. To provide advice, guidance and support to contemporary and historic birth parents and relatives, including:
 - Information about the adoption and permanency process
 - Advice and support to help them deal with the loss of a child/children to adoption or permanency
 - Support in maintaining appropriate contact, for example through letterbox arrangements or face to face contact
 - Advice about contact registers and leaving appropriate information on their child's files
 - Advice and signposting regarding Intermediary Services
 - Signposting to relevant training workshops or groups or other services



3. To set up and maintain accurate and factual written case records and contacts for all service users using the PAC-UK database and ensure that mandatory forms are completed.
4. To take clear and concise referrals and ensure correct information is put onto the database.
5. To ensure that all referrals are processed according to correct procedures and passed to the Adult Manager for action and allocation where appropriate.
6. To keep abreast of new developments in adoption legislation and practice.
7. To remain familiar with PAC-UK's procedures and Family Action's policies and procedures.
8. To participate in relevant training and development events.
9. To participate in both the evaluation and monitoring of the service, and in planning future practice developments.
10. To participate regularly in supervision including clinical supervision sessions provided by PAC-UK up to six times per year.
11. To carry out or participate in all such other tasks and activities that will help develop and promote the service.
12. To provide advice and appropriate information on PAC-UK's services to local authorities and other professionals, and to take referrals for counselling as necessary.
13. To participate in information giving or publicity activities as required in liaison with PAC-UK's operations staff.
14. To be able to evidence Family Action's values at all times, which underpin Family Action's mission of 'building stronger families' by:
 - a) Being **people** focused
 - b) Reflecting a '**can do**' approach
 - c) Striving for **excellence** in everything we do
 - d) Having **mutual respect** for everyone we work with, work for and support through our services
15. To ensure you have an understanding (appropriate to your role) of, and comply with Family Action's procedures for promoting and safeguarding the welfare of children and vulnerable adults.



16. To ensure the implementation of Family Action's Diversity & Equality Policy and our Ethical Policy in every aspect of your work and positively promote the principles of these policies amongst colleagues, service users and other members of the community.
17. To comply with Family Action's Health and Safety, Data Protection and Safeguarding Policies and to protect your own and others' health, safety and welfare.
18. To work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required.

Requirements		Essential	Desirable
Education, Qualifications & Background			
1.	A Recognised qualification in Social Work and current registration with Social Work England	✓	
2.	Evidence of post qualifying continuous professional development	✓	
3.	Relevant post-qualifying experience preferably in adoption work.		✓
Experience			
4.	Professional up to date knowledge of adoption law and practice	✓	
5.	Evidence of a sound understanding of how adoption and permanency can affect everyone involved, whether they are birth relatives, adopted children and adoptive parents, or adults who were adopted as children	✓	
6.	Experience of counselling/professional work with those affected by loss, early trauma and attachment difficulties	✓	
7.	Active interest and experience of working with people of different racial, ethnic, cultural backgrounds	✓	
8.	Experience of running support groups		✓
9.	Knowledge of Schedule 2, access to birth records, access to adoption records and Intermediary advice & counselling.		✓
Knowledge & Skills			
10.	Strong interpersonal and communication skills and ability to relate to internal and external contacts at all levels, and to represent Family Action by telephone and in person	✓	
11.	Ability to respond sensitively to highly distressed clients	✓	
12.	Experience of working sensitively with confidential material	✓	
13.	Good organisational and time management skills, ability to prioritise a busy workload	✓	



14.	Excellent communication skills, both verbal and written	✓	
15.	Proficient in Microsoft Office with strong IT and administration skills.	✓	
16.	Willingness to travel across North, South and West Yorkshire including Surrounding Areas	✓	
17.	Able to work independently as well as in a team setting	✓	
18.	Ability to work creatively utilising a blend of both in person work and video/telephone appointments	✓	
Values			
19.	<p>Able to evidence Family Action's values at all times, which underpin our mission of 'building stronger families' by:</p> <ul style="list-style-type: none"> • Being people focused • Reflecting a 'can do' approach • Striving for excellence in everything we do • Having mutual respect for everyone we work with, work for and support through our services 	✓	
20.	Be committed to equal opportunities and uphold and comply with Family Action's Equality & Diversity policy in all aspects of your work, promoting its principles amongst colleagues, service users and other members of the community.	✓	
In addition			
20.	Willing to work hours in a flexible way, including evenings and weekends as required to meet the needs of the service.	✓	