



JOB DESCRIPTION

Job Title	Leaving Care Worker		
Directorate	Children and Family Services		
Reporting to	Leaving Care Team Leader		
Grade	12		
Evaluation ref:	AG0995	Job ref:	Family
Role purpose			
Provide support and preparation for independent living for young people 16+yrs, both in care and after leaving care.			
Responsibilities			
<ul style="list-style-type: none">• Manage a caseload and provide a holistic assessment, planning, intervention, and support service to young people in and leaving care, and those who have left care aged 16-25 years, taking on the statutory function of Personal Adviser for those over 18.• Manage the provision of supported accommodation resources to care leavers in transition to independence be that in family-based settings, Steppingstone supported lodgings or in Leaving Care Houses.• Act in a countywide capacity, take the lead on Preparation for Adult Life work and facilitating care leavers participation in improving service design and delivery, e.g., running groups, maintaining, and improving information provided to young people, devising, and undertaking consultation exercises, training and supporting care leavers involved in staff recruitment, working with the Somerset Leaving Care Council and National Young People's Benchmarking forum.• Liaise with the young person, their family, carers, social worker and other relevant multi-agency professionals in drawing up and reviewing Pathway Plans with and for young people. These plans should contain aspirational short, medium, and long-term goals, identify outcomes sought and outline a creative and effective intervention plan detailing the specialist support services which will be provided.• Provide advice to young people, families, carers and colleagues on the various types of accommodation and related support available in transition and beyond. Assist young people in transition with all aspects of their accommodation needs, identifying a suitable resource, making referrals to that accommodation and facilitating all aspects of the move. Take the young person and their belongings shopping for essential items, setting up utilities and financial arrangements.• Provide financial guidance and support to young people, helping them to seek more specialist financial advice where appropriate. Deliver interventions to ensure they are in receipt of all entitlements and help them with budgeting, savings, and debt management.• Encourage, motivate and assist care leavers to achieve their potential by providing practical and emotional support to access and maintain their courses, training, volunteering, work experience or employment			

JOB DESCRIPTION

opportunities. Motivate and devise action plans for those who are not in education, training or employment.

- Support care leavers in relation to all aspects of their physical and sexual health, and emotional and mental wellbeing, including keeping safe and managing risk.
- Assist young people in developing and maintaining positive relationships with their family and friends, and in integrating into their communities, establishing appropriate support networks and social and leisure activities.
- Deliver or provide advice and guidance to others in the delivery of accredited Preparation for Leaving Care and Adult Life interventions both individually and in group settings, covering areas including financial capability, emotional resilience, managing a home, relationships emotional, physical and sexual health, positive parenthood, and safe management of risk.
- Utilise a range of tools to conduct screening, assessments and plan and deliver interventions with care leavers to motivate and effect change in relation to a range of emotions, attitudes and behaviours that negatively impact on them.
- Engage with care leavers in developing the skills to become good parents and support pregnant young women and parents when there are safeguarding concerns for their children, acting as part of the multi-agency safeguarding team.
- Respond in crisis situations where there is a risk to a care leaver's wellbeing and function as an advocate for young people where appropriate.
- Record assessments, interventions and relevant contacts in a timely and effective manner which includes young person's voice, progress of planning and outcomes. Contribute to and chair meetings about young people with relevant partners.
- Build upon existing knowledge and skills with evidenced based specialist training as required to deliver effective interventions to care leavers and contribute to team/service learning. Work with line managers to evaluate new approaches and embed improvements in service delivery.

Impact

Contacts & Relationships

- Build trusting relationships with young people using a range of communication methods.
- Liaise with family/friends to access appropriate support for young people and help to facilitate meetings where there are relationship difficulties.
- Establish working relationships and provide advice to internal and external agency staff.
- Frequent contact with statutory bodies and voluntary agencies.
- Frequent involvement in multi-agency and joint working arrangements.
- Be a committed team member and give specialist leaving care information to a range of staff and partners.

JOB DESCRIPTION

- Engage in reflective supervision with line manager about individual cases and methods of working and refer to managers over decisions regarding young people.
- Work as part of a team with other Leaving Care staff as part of a duty or rota system and providing cover in the event of a colleague being absent in interventions and programmes.

Resources

Work intensively with a caseload of between 16 – 20 care leavers in the 16 – 25 years age group. Additional, less intensive work with care leavers who require limited contact with or input from the service as they are Qualifying, have an Adult Social Care package or are over 21 years. In some cases, this may lead to a return to intensive working if a crisis occurs.

Knowledge / Experience / Skills

	Essential	Desirable	
Knowledge			
Knowledge of child and adolescent development, and the needs and difficulties of young people in and leaving care.	X		
Knowledge and understanding of safeguarding issues in relation to children and young adults.	X		
Knowledge and understanding of assessment and planning processes for young people.	X		
Working knowledge of the Children Act 1989 and associated regulations and guidance, particularly in relation to young people in and Leaving Care and Children's and Adults Safeguarding.	X		
Knowledge of relevant agencies, statutory and voluntary, and their roles in respect of young people	X		
Experience			
Significant experience of direct working with older teenagers/young adults who are or who have been in a care setting and/or people with complex needs and challenging behaviour.	X		
Experience in and an understanding of the collaborative nature of multi-agency working.	X		
Direct experience with 16-25 cohort of vulnerable clients.		X	

JOB DESCRIPTION

Qualifications / Registrations / Certifications			
A good all-round standard of education is required to A level or at least 5 GCSEs at Grade C/Level 4 and above or equivalent.	X		
Vocational qualification or an ability to demonstrate competence against occupational standards equivalent to Level 3 Qualification Credit Framework Diploma for the Children and Young People's Workforce.	X		
A commitment to continuous professional development and where required acquisition of specialist accreditation and skills.	X		
Skills			
Skills in engaging and influencing challenging young people often in distressing circumstances, to improve behaviours or practices which negatively impact on outcomes for them.	X		
An ability to undertake assessments, devise and implement plans and deliver specific interventions to young people.	X		
Excellent recording skills and an ability to write good quality, concise assessments and plans that include analysis, and are SMART (specific / stretching, measurable / meaningful / motivational, agreed on / achievable, realistic / relevant and time based)	X		
Working Conditions			
Able to travel countywide, and sometimes further, to areas that are not currently serviced by public transport.			
Working Arrangements			
Somerset Council's dynamic Working Strategy will be applied to this position.			
Corporate Responsibilities			
<ul style="list-style-type: none"> Understand, uphold, and promote the aims of the council's equality, diversity, and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do. Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all. 			



JOB DESCRIPTION

Date: 20th August 2024