Throughcare and Aftercare Worker (Children's Services)
JOB PROFILE

Incorporates

Section 1 **Post Descriptor**

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SECTION 1: POST DESCRIPTOR

1. JOB DETAILS

Job Title: Throughcare and Aftercare Worker	**Position Number: SW2385**
Department: HSCP	**Section: Children's Services**
Reports to: S.S.W. Throughcare and Aftercare Team	**Grade: 6**

2. JOB PURPOSE

The post holder will provide a direct service in helping to fulfil the Council's Corporate Parenting responsibilities to young people leaving the Council's care.

The post holder will support young people leaving care, through the transitional phases of care, throughcare and aftercare.

The post holder will support young people with a previous care background who are homeless and have been referred by other partners (e.g. housing providers) as being particularly vulnerable.

In general the post holder will support young people in the age range 15½ to 26 years old.

The post holder will support Supported Carers who offer Supported Lodgings placements to identified young people.

The post holder will help contribute to achieving positive leaver destinations for young people leaving care.

3. DIMENSIONS and SCOPE OF JOB
(including budgetary and staffing responsibilities)

Budget:

The post holder will ensure the spending of the Council's leaving care grants to young people (averaging £2,500 per young person) is managed to best effect.

The post holder will ensure the spending of emergency subsistence payments to young people who have no form of income.

The post holder will have a role in helping to minimise the number of payments that are made to young people, by encouraging young people into positive leaver destinations (e.g. work, training, further education) which lessens the need for Council financial support.

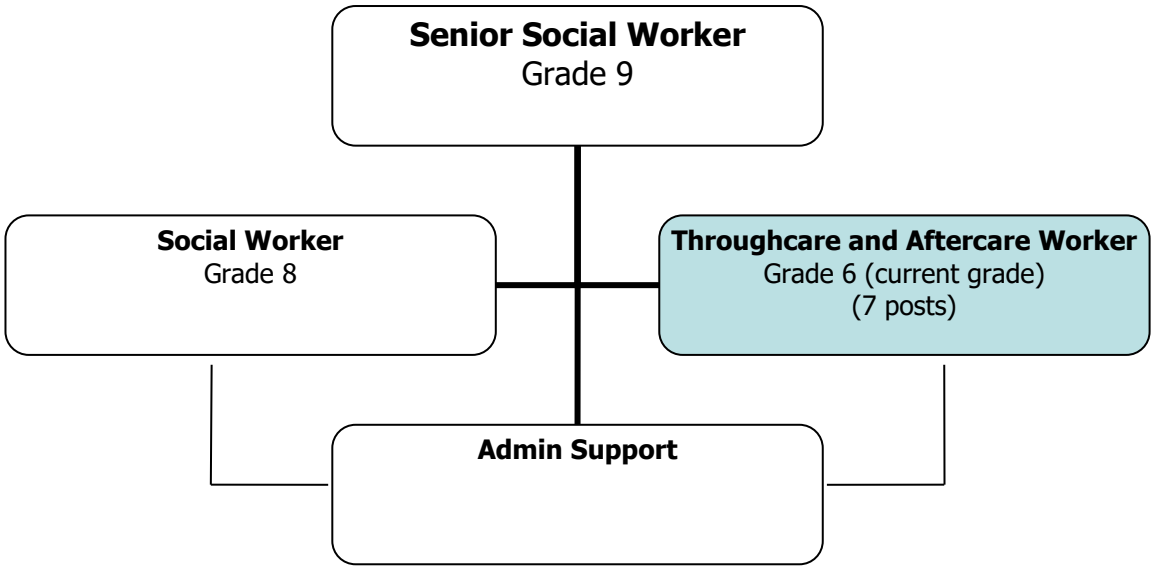
Staffing Direct:

None

Staffing Indirect:

None

4. ORGANISATIONAL CHART
(shows levels directly above and below this post and includes grades of posts)



5. ROLE OF DEPARTMENT/SECTION

The Throughcare and Aftercare Team are part of the Council's duty to provide services to Looked After Children.

The work of the team is regulated by: The Social Work (Scotland) Act, The Children's (Scotland) Act, Supporting Young People Leaving Care in Scotland – Regulations and Guidance 2004 and The Looked After Children (Scotland) Regulations 2009.

The team carry out the Council's Corporate Parent Responsibilities as defined in the above regulations and also in the following report – We Can and Must Do Better 2008. The recently introduced Children's Act Scotland 2014, also impacts on who and what support Young People can be given if required.

As a Corporate Parent the Council and its partners have a legal and moral responsibility to support children and young people who are Looked After or have been previously Looked After. In meeting these responsibilities the Council has to report to the Scottish Government on a yearly basis a number of performance measures, as well as performance indicators within its Integrated Children's Services Plan.

For those young people leaving the Council's Throughcare the team provides the main basis of support to them. This involves the team assessing, preparing and supporting young people in the transition from Council care to independent living.

This also includes generating support from partner departments and agencies e.g. Health, Education, Children's Hearings, Carers, Substance Misuse Services and a variety of accommodation providers. The work of the team ranges in age scale from 15½ to 26 years as young people require different degrees of support over sustained periods of time.

6. KEY ACTIVITIES, RESPONSIBILITIES and OUTCOMES

The post holder will be the lead person responsible for achieving the best possible outcome for a young person leaving the care of the Council and will have an allocated case load.

They will achieve this through:

- Assessing the young person's suitability for leaving the formal care of the Council;
- Ensuring that the Legal Requirements of Pathway Planning are compiled with;
- Ensuring that the young person achieves a positive destination on leaving care;
- Encouraging and ensuring that the Council's partner agencies supports the needs of young people leaving care;
- Advocate to the wider community on the needs of young people leaving care;
- Establishing positive working relationships with identified young person;
- Assess the young person ability to cope in the various forms of Supported Accommodation;
- Assess and summarise individual financial support packages to young people;
- Negotiate suitable permanent accommodation for young people;
- Encourage young people to make use of the community's wider support systems;
- Provide reports as required;
- Take case responsibilities for all aspects of the young person's throughcare and aftercare;
- Assess, prepare, train and support the Council's Supported Lodgings Carers.

7. PROBLEM SOLVING

The post holder is required to respond to problems of varying degrees of complexity depending on a young person's circumstances at any given time. They are expected to exercise discretionary powers when resolving unanticipated problems. They will be involved in lone working situations with young people who can be involved in high risk situations.

Whilst there is a reasonable degree of autonomy in problem solving they will in general have access to their supervisor/line manager as and when required. They will receive regular supervision (every 4 weeks) from their line manager.

The post holder will require a high degree of communication skills in order to advise, guide, counsel young people to help them make their right choices and courses of action in order to achieve positive outcomes. They will also need skills in liaising and negotiating with other agencies/partners to help construct the right support packages for young people. The post holder must be able to make and sustain purposeful working relationships with young people, colleagues and partners.

8. PLANNING

The post holder will have had responsibility for the creation, plan and implementation for the young person's Pathway Plan. They will review this on a 3 monthly basis, with the young person and representatives from other supporting agencies.

They will be responsible for associated financial planning with the young person covering issues like: leaving care grants, on-going subsidy, access to various benefits, bursaries, etc.

They will contribute to the planning of supported carers training/support groups.

9. ASSIGNMENT AND REVIEW OF WORK

The post holder will report to the Senior Social Worker (Throughcare), who will provide regular supervision, which will involve setting objectives in Care plans and their own development.

The post holder will be expected to work with some degree of autonomy dealing with unexpected problems and looking to resolve these without immediate recourse to their line manager.

Their work will involve a mixture of generating their own individual work with young people as well as that generated by others e.g. Residential Units, Homeless Section, etc.

10. COMMUNICATIONS AND WORKING RELATIONSHIPS

The post holder will mainly work directly with young people in the process of leaving care, they will also look to involve others in contributing to the young person's support plan.

Internal communications and working relationships:

In working with young people the post holder will be expected to assess and prepare a young person to look at a range of issues in their Pathway Plan. This will involve advising, guiding and persuading young people on what particular causes of action are appropriate to their own particular circumstances.

Most Looked After Children in the Council's care have come from disrupted family backgrounds involving neglect and abuse. Young people in general show this abuse in a distrust of adults, inability to form positive relationships and negative behaviours. The post holder will be expected to work in a selective way with some contentious and complex information in a young person's background, using this to help a young person overcome their disadvantages and make a positive future.

This will involve the ability to "stick with" young people who may refuse to co-operate with services.

The post holder will also be expected to communicate with Supported Lodgings Carers, helping them to understand the needs, and behaviours of disadvantaged young people. This can be done on an individual basis as well as through formal training of carers.

External communications and working relationships:

This will include working with a variety of other agencies and individuals who have a role to play in supporting Care Leavers. This will include, Social Workers, Residential Staff, Substance Misuse Services, Housing Staff, Voluntary Organisations, Residential Schools, Health Staff, Skills Development Scotland and the DWP. They will be the keyworker for the young people directly working with them but also drawing in the support of these agencies to help compile the young persons Pathway Plan.

Communication skills in both areas will include spoken and written communication covering: exchanging information, listening, interviewing, persuading, advising, counselling, negotiating and advocacy.

11. DECISION MAKING

In general the post holder will work within agreed National and Local Policies and Procedures as part of the Looked After Children procedures and regulations covering young people leaving care.

Within these though they should be able to assess, analyse and decide various options for young people along with others. There will be situations, however, when un-anticipated events occur and the post holder is expected to work semi-autonomously exercising initiative on a daily basis and managing the various day to day demands of the job.

12. MOST CHALLENGING PART OF THE JOB

The post holder should be able to meet a variety of challenges and deliver a range of services on a day to day basis, with the context of agreed Care Plans and Pathway Plans for young people. This requires great patience, tact and understanding in keeping young people and sometimes other professionals on track with agreed plans.

The post holder will work and plan with young people over significant periods of time (until their 26th birthday if required), however they have to do this whilst dealing with the day to day demands and behaviours of the young people.

They will have to deal with the frustrations of young people diverting from agreed plans and help them deal with the consequences of their decisions.

They will have to educate other professionals in how best to support young people, even though the young person may be rejecting of that support.

They will have to keep abreast of relevant legislation and research on their area of work helping it to inform both their own practice and that of others, this will include continually motivating young people, and others towards their long term goal.

13. GENERAL

Disclosure: Membership of the PVG Scheme – Children and Adults

Registration: As of 2020, Throughcare and Aftercare Workers must be registered with the Scottish Social Services Council (SSSC).

Politically Restricted Post: No

14. WDC TRAINING

West Dunbartonshire Council – Operates Skills Passports for all employees, which details the training available and timescales for undertaking courses. Skills passports are available via the Council's Intranet Organisational Development & Change

- Skills Passport A – New Entrant Employee Passport

Includes WDC Induction; Equality & Diversity; Data Protection (GDPR) & Security Awareness and relevant i-learn modules;
Policy Reading: Code Of Conduct; ICT Information Security Policy and Acceptable Use Policy

- Skills Passport B – WDC Employee Passport

Includes relevant i-learn modules

15. ROLE SPECIFIC TRAINING

- Care first
- HNC in Social Care (or equivalent/higher)
- And SVQ level 3 in social care.
- Council driving test (if a driver)

Post Descriptor Prepared by: Senior Social Worker **Date: April 2020**

SECTION 2: PERSON DESCRIPTOR

	Essential	**Desirable**
	Qualifications	
	HNC in Social Care or Equivalent and	A full driving licence
	Level 3 SVQ	
	Must be registered with SSSC (or within 6 months if appointed)	
	Training	
	Experience	
	Experience of working with young people and in particular Care leavers.	An understanding of the issues affecting care leavers and young homeless people
	Ability to work as part of a small team and on an individual basis with ongoing support and supervision	Experience of working in Residential Child Care, and/or working with young people in the Throughcare and Aftercare fields.
	Knowledge and Skills	
	Ability to relate positively to young people and colleagues/partners who are also supporting them.	
	Good communication skills – verbal and written	
	Disposition	
	You should have a warm and friendly personality, a good sense of humour and a “can do” approach to your work with young people.	
	Ability to rise to the challenge of the unexpected.	
	Ability to maintain positive working relationship with young people who present with challenging behaviour.	