

JOB DESCRIPTION

Job Title	Senior Leaving Care Worker		
Service	Children and Families		
Reporting to			
Grade	11		
Evaluation ref:	AG0994	Job Family ref:	
Role Purpose			
<p>The Senior Leaving Care Worker supports the delivery of a high-quality Leaving Care service for young people aged 16–25 who are in care or who have left care, ensuring they receive effective, coordinated, and trauma-informed support as they transition to adulthood. The role plays a key part in promoting positive outcomes for care leavers by contributing to the development and review of Pathway Plans, working collaboratively with social workers and partner agencies, and advocating for young people to access appropriate services, opportunities, and support as part of the Council’s corporate parenting responsibilities.</p> <p>Alongside direct work with young people, the post holder provides professional support to the Leaving Care team by offering guidance on complex cases, mentoring staff, supervising apprentices or workers as required, and leading practice development activity. The role contributes to service improvement through quality assurance, training delivery, and engagement with multi-agency partners, supporting consistent, evidence-based practice and the continuous development of staff and services within statutory leaving care provision.</p>			
Accountabilities			
<p>Assist Leaving Care Team Leaders in the day-to-day running of the team, offering advice and guidance to members of the team on complex cases, assisting with conflict resolution and acting as a mentor to new staff.</p> <p>Take a lead role for the team in working with social workers in the development of young people’s first Pathway Plan.</p> <p>Supervise apprentices and volunteers and/or a Leaving Care Worker working with the service.</p> <p>Lead practice improvement sessions with team members and conduct observation of practice providing documented evidence of learning.</p> <p>Complete practice evaluations of team members and dip/sample reviews to ensure meaningful learning and practice improvements.</p>			

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Actively research changes in policy and good practice relating to care leavers and attend service specific training and events on behalf of the team/service and cascade learning to other colleagues.

Deliver training for new staff and carers and Continuing Practice Development (CPD) sessions about Leaving Care issues to other Children's Social Care Professionals.

Take a lead role by representing the team with partner departments and agencies, such as the Pathway to Employment, Adult Social Care and Transitions service, Department of Work and Pension, District Councils, Pathway to Independence and Post 16 Panels, Health and Parenting Forums, Police One teams WP, Housing, Health Forums and Police One Team.

Assist managers in the operation of a specialist support activity such as development of direct work tools, health, parenting, education, training or employment or the conduct of a county wide project such as an employability event, consultation exercise, participation sessions.

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. And/or Manage the provision of supported accommodation resources to care leavers in transition to independence be that in family-based settings, Stepping Stone supported lodgings or in Leaving Care Houses. And/or Act in a county wide capacity take the lead on Preparation for Adult Life work and facilitating care leavers participation in improving service design and delivery by 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. 8. 9. 10. 11. 12. 13.

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. This may include taking the young person and their belongings, shopping for essential items setting up utilities and financial arrangements.

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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 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. 15. 16. 17. 18. 19 20.

Utilise a range of tools to carry out 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.

Respond in crisis situations where there is a risk to a care leaver's wellbeing and act as an advocate for young people where appropriate.

Record assessments, interventions and relevant contacts, 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.

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.

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Knowledge / Experience / Skills		
	Essential	Desirable
Knowledge		
Sound knowledge of legislation, statutory guidance, and good practice relating to children in care and care leavers, including duties to young people aged 16–25.	X	
Understanding of Pathway Planning, the role of the Personal Adviser, and the corporate parenting responsibilities of a local authority.	X	
Knowledge of safeguarding principles, risk management, and trauma-informed, relationship-based practice when working with vulnerable young people.	X	
Awareness of the roles of relevant partner agencies, including housing, education, health, adult social care, and employment services, in supporting care leavers.	X	
Knowledge of current local authority Leaving Care offers and best practice models that promote positive outcomes for care-experienced young people.		X
Experience		
Significant experience of working directly with adolescents or young adults who are in care, care leavers, or other vulnerable groups with complex needs.	X	
Experience of contributing to or leading the development and review of Pathway Plans in partnership with young people and professionals.	X	
Experience of supporting colleagues through mentoring, coaching, or informal supervision within a social care or support setting.	X	
Experience of multi-agency working and representing services in professional forums or meetings.	X	
Experience of supervising staff, apprentices, or volunteers.		X
Experience of quality assurance activity, such as auditing casework, observing practice, or contributing to service improvement initiatives.		X

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Qualifications / Registrations / Certifications		
A relevant qualification in social care, youth work, health, education, or a related field, or equivalent relevant experience.	X	
Evidence of continuing professional development relevant to Leaving Care, safeguarding, or practice leadership.		X
Skills		
Ability to build and sustain positive, professional relationships with young people, colleagues, and partner agencies.	X	
Strong communication skills, including the ability to provide clear advice, guidance, and constructive feedback to others.	X	
Ability to manage complex cases, analyse risk, and make sound professional judgements within a statutory framework.	X	
Good organisational skills, with the ability to prioritise workload, meet deadlines, and maintain accurate, timely records.	X	
Ability to contribute to practice development through training delivery, reflective discussion, and sharing learning across the team.	X	
Ability to design or contribute to training or learning materials for staff or partners.		X
Confidence in supporting conflict resolution or managing professional challenge appropriately.		X
Working Conditions		
Dimensions of the role		
Working Arrangements		
<i>Somerset Council's Dynamic Working Strategy will be applied to this position.</i>		

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Corporate Accountabilities

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.

Date: