

JOB TITLE: Social Worker (Adults)
GRADE: H8 – H9
REPORTS TO: Team Manager
TEAM: 0-25 Together Service
DEPARTMENT: Children's Services

Purpose of the Job

(Taken from the role and function of Social Workers, The College of Social Work 2014)

To contribute effectively and professionally to the work of the '0 -25 Together' Service by providing appropriate responses to the children, young people, young adults and their families in need of support and taking appropriate safeguarding action as and when required.

Social Workers will endorse and act in accordance with the principles of personalisation, ensuring that care and support are person-centred and as far as possible put the people with whom they work in control of their lives. In doing so they will carry out assessments of need, plan and deliver services and review outcomes with the individual, their personal networks and support providers

Our Social Workers will ensure their practice is responsive, inclusive and community based with a clear focus on outcomes.

More broadly to support the delivery of the '0-25 Together' vision for a specialist service for disabled children, young people, young adults and their families with a focus on supporting people to reach their full potential, enabling their independence and ensuring that they can take part in their local community. The service will support young people and young adults until they are settled in adult life.

Main Areas of Responsibility

1. Responds to complex needs

- Provides professional leadership in situations which are complex or ambiguous.
- Uses analytical skills to inform assessment, decision making and intervention.

- Completes support planning with service users to ensure that outcomes identified at assessment are met (within budgetary constraints) through the provision of support, equipment, adaptations and enabling programmes.
- Actively engages with, assists and provides advice to carers, conducting carers assessments when appropriate, to enable them to sustain their caring role.

2. Ensures effective safeguarding and risk management

- Acts as the lead professional in safeguarding situations (both inter-agency and inter-professional situations).
- Assesses and manages risk, knowing how to intervene proportionately and ensuring people are protected from harm;, while protecting their human rights.
- Undertake proportionate assessment of vulnerable adults in accordance with current Adult Social Care legislation.
- Undertakes safeguarding investigations under the direction of a manager.
- Engages with, assists and provides advice to carers, conducting carer's assessments to enable them to sustain their caring role.

3. Addresses adversity and social exclusion

- Acts as the lead professional when an adult is at risk of social exclusion and assists people to deal with adverse circumstances such as: poor health, poverty, inadequate living conditions; as well as maximising the strength of individuals, their families and their communities.
- Actively promotes Equality and Diversity and challenges discrimination.

4. Promotes independence and autonomy

- Acts as the lead professional where a person is severely constrained by social or family circumstances and provides support to achieve a reasonable degree to independence and autonomy.
- Uses a person centred approach, developing creative and personalised solutions to assist people to manage their lives independently for as long as possible.
- Promotes independence and community wellbeing, choice and control within a personalisation framework and uses self-directed support flexibly.

5. Prevention and early intervention

- Acts as the lead professional when a person's health or capacity is deteriorating or likely to deteriorate without intervention and the alternative may be premature admission to institutional forms of care or a legal intervention by the state in the lives of a family.

6. Demonstrate HCC Values and Behaviours and Professional Standards

- Maximises efficiencies in care planning through consideration of charging systems and other funding streams.
- Carries out duties in a timely and responsive manner, in line with HCPC standards, the Professional Capability Framework and HCC's Values and Behaviours framework.
- Keeps and maintains accurate, up to date service user records, in line with professional requirements and departmental recording methods.
- Is an ambassador for the profession internally and externally.

7. Development of Self

- Maintains accurate and up to date knowledge of resources through continual professional development, supervision and active engagement with local communities.
- Takes responsibility for own professional development in line with Personal Development Plan, and performs at an appropriate level within the Professional Capability Framework.
- Undertakes specialist training as required to maintain and progress career within the organisation

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

Person Specification

Please provide a supporting statement which includes examples and evidence of when you have demonstrated the attributes listed below.

You will be expected to address each point separately and in the order listed.

If you do not complete a full supporting statement in the requested format, your application may be rejected.

Qualifications & CPD:

Essential Criteria

- Social Work degree, social work diploma, CQSW or CSS
- Registered with Social Worker England (SWE)

Desirable Criteria

- Evidence of ongoing Continuous Professional Development (CPD)
- Completed the Assessed and Supported Year in Employment
- Best Interest Assessor qualification
- Approved Mental Health Practitioner
- Practice Educator Qualification

Relevant Demonstrable Experience of:

Essential Criteria

- Working with vulnerable adults and or children within a health and social care setting
- Involvement in multi-agency work
- Working at the required level of the professional capability's framework

Desirable Criteria

- Staff or student supervision
- Applied knowledge of at least one of the following: Mental capacity Act; Mental Health Act; Care Management; Continuing Health Care, Care Programme Approach

Knowledge and understanding of:

Essential Criteria

- Adult Social care and legislation, strategies and guidance relevant to the post
- Social work assessment, care management and safeguarding
- Human rights legislation and how these laws protect the rights of adults
- The integration agenda - working as part of a multi-disciplinary /agency team

- The personalisation agenda - applying creative problem solving to maximise independence

Skills and Abilities:

Essential Criteria

- Strong interpersonal communication skills, using different ways of communicating and impact of language
- Strong IT skills; reporting, recording, written
- Ability to assess and record eligible and non-eligible needs, drawing on evidence-based practice to inform your response
- Risk management and positive risk taking

Desirable Criteria

- Work within a scheme of delegated authority

Behaviours

Essential Criteria

- Works within a defined Values and Behaviours Framework
- Evidence of core SWE values and behaviours– Standards of Proficiency for Social workers
- Motivated, reliable, dependable, self-confident with an ability to work autonomously
- Promotes independence and community-based solutions

Criminal Background Check

Safeguarding children and adults is of utmost importance to Hertfordshire County Council. The Council requires employees to abide by legislation and best practice to enable Hertfordshire to achieve this. This role has been identified as requiring a Disclosure & Barring Service (DBS) check or Basic Disclosure. You must therefore ensure that any relevant criminal record check application is completed and returned as requested by the Council, as this is deemed a contractual requirement of employment. In addition, you consent to allow the Council to retain a copy of the disclosure certificate within your personal file.

It is a contractual obligation to disclose any cautions, reprimands or convictions and to update your manager of any changes to your status whilst in employment. Enhanced DBS roles will be reviewed periodically during employment, by means of DBS Dip Sample or three yearly rechecks. Failure to disclose changes to your status may be detrimental to your employment and you may be subject to disciplinary action.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to interview you will receive more information.

Diversity and Inclusion

Hertfordshire County Council is committed to making inclusion part of our DNA, both as a large employer of people and as a provider and commissioner of services.

We strive to positively promote diversity and inclusion across the delivery of services and within our workforce. We want everyone at work, regardless of their background, identity or circumstances to have a sense of belonging to the organisation. We want all employees to feel valued, accepted and supported to succeed at work and reach their full potential. Our Diversity and Inclusion Strategy is available on the internal intranet or from your line manager.

Health and Safety

It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

Additional Information: Code of Practice on the English Language Requirements for Public Sector Workers

Public Authorities must ensure that all members of staff in customer facing roles, whatever their nationality or origins, are able to communicate the English language fluently with the general public, verbally and in written format (access needs will be met for those with a disability).